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# *Restoring Futures in the U.S. Virgin Islands*



THE VIRGIN ISLANDS OF THE UNITED STATES  
WORKFORCE DEVELOPMENT BOARD



January 17, 2019



# The Basics

**Provide wage subsidies to employers for on-the-job training and customized training**

- **Funding:** \$4.9 million
- **Timeline:** October 1, 2018 – September 30, 2020
- **Partners:** Virgin Islands Workforce Development Board, Virgin Islands Department of Labor, and Virgin Islands Economic Development Authority
- **Employer Services:** Workforce 180



# What is...

## On-the-Job Training

Employer hires individual with the understanding that a certain amount of on-the-job training (OJT) is needed for the worker to become proficient. Employer provides formal training that allows the worker to earn as he or she learns.

## Customized Training

Employer needs workers with a specific training and credentials. Employer contracts with training provider to deliver the training and hires individuals who have successfully completed the training.





# Reimbursements Paid Directly to Employers

Employer Size	Customized Training Reimbursement	On-the-Job Training Wage Reimbursement
Large (over 100 employees)	50%	50%
Medium (50-100 employees)	75%	75%
Small (under 50 employees)	90%	75%

## OJT EXAMPLE:

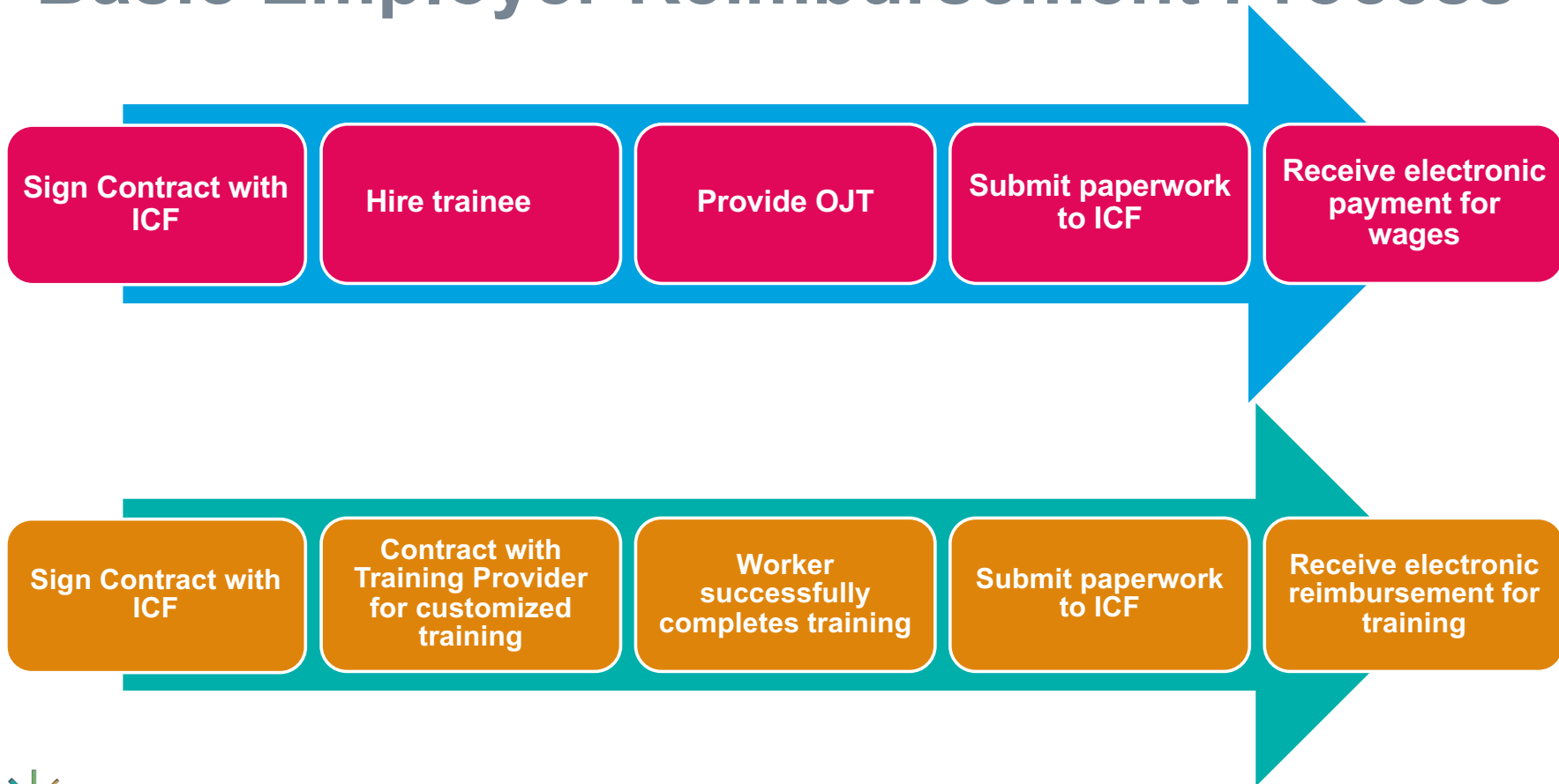
2 employees @ \$12/hours for 40 hours/week =\$960

- ICF Reimburses
  - **\$480** to large employer
  - **\$720** to small employers





# Basic Employer Reimbursement Process





# Guiding Principles

- Employer assumes they will retain worker at end of training
- Employer provides approved training
- OJT not to exceed 6 months
- Customized training tied to successful completion of training
- Employer submits required paperwork
- Employer adheres to all federal and Territory labor laws





# On-the-Job Training Hours

- Training hours are determined by Specific Vocational Codes for the Job Description
  - Use O\*NET Resources from US Department of Labor
- Complete an agreed upon Training Plan
- Only train for what the employee needs
- Augment training received either specific to company or in addition to what is already learned
- Finalize through a task analysis

SVP Code	Maximum Training Hours
2	160
3	320
4	480
5	640
6	800
7	960
8	1040





# On-the-Job Training Example

## 43-6013.00 - Medical Secretary

Job Zone 3 / SVP Code 6-7 (800 hours)

Of the 16 Tasks Displayed:

- Operate Office Equipment—150 hours
- Schedule Tests and Procedures—130 hours
- Arrange Hospital Admissions—200 hours
- Maintain Medical Records—150 hours
- Transmit Medical Records—170 hours

SVP Code	Maximum Training Hours
2	160
3	320
4	480
5	640
6	800
7	960
8	1040





## Benefits

- Additional job placement, retention and advancement opportunities for your students
- As a provider, your organization can utilize these additional placement opportunities
- Create new business opportunities by providing training for committed employers
- Employers contracts and payments are with ICF, a 50-year old publicly traded international company

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## RESTORING FUTURES

Restoring Futures is funded by a \$4,997,845 National Dislocated Worker Grant awarded to ICF for the U.S. Virgin Islands, by the U.S. Department of Labor, Employment and Training Administration.


All U.S. Virgin Island industries are encouraged to participate and benefit from Restoring Futures.

REGISTER FOR JANUARY 15 STT PROVIDER LISTENING SESSION

REGISTER FOR JANUARY 17 STX PROVIDER LISTENING SESSION

REGISTER FOR JANUARY 15 STT EMPLOYER LISTENING SESSION

REGISTER FOR JANUARY 17 STX EMPLOYER LISTENING SESSION



**Eligible\* new hires can qualify employers for significant wage reimbursement(s) via an OJT program!**

**\*OJT ELIGIBLE INDIVIDUALS**  
A dislocated worker; A long-term unemployed individual; An individual who is temporarily or permanently laid off as a consequence of the emergency or disaster; or An individual who is self-employed and becomes unemployed or significantly underemployed as a result of the emergency or disaster.


Through an OJT contract with ICF, employers are provided a direct reimbursement of a trainee's hourly starting wage. Reimbursement is done on a bi-weekly or monthly basis (per the preference of the employer) and a percentage of the trainee's wages (excluding tips, overtime, workers compensation and other fringe benefits) are reimbursed to the employer. Employers with under 100 employees are eligible for 75% of wages paid to the trainee during the OJT. Employers with 100 or more employees are eligible for 50% wage reimbursement. There is an expectation that the employer will retain the trainee after the training period has ended. The contract is limited to the time required for the individual to become proficient in the occupation of

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## LOCAL USVI CONTACT

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DOCUMENTS FOR DOWNLOAD

RESTORING FUTURES PROJECT DETAILS

RESTORING FUTURES FLYER

HOW OJT WORKS

RESTORING FUTURES OJT FACTS SHEET



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