

Option to expand policy to include other forms of WBL

Includes preceptorships for Idaho residents (up to 3 preceptorships per mentor) to support necessary WBL for nurse practitioners, physician assistants, pharmacists and prescribing/clinical psychologists. Will allow policy to be expanded to other forms of WBL as desired.

Registered Apprenticeship Work-Based Learning Incentive (last updated 7/14/2021)

Eligibility

Idaho employers who are utilizing a approved types of work-based learning program. ~~registered apprenticeship program to train new or newly promoted employees.~~

- Must be registered with the Secretary of State to do business in Idaho and be in "good standing".
- Entry level wages for employees must be no lower than \$12 per hour. Preference will be given for jobs that pay at or above the county average wage.
- ~~Training must be through a Registered Apprenticeship with the US Department of Labor.~~ Employer will be required to provide evidence of the apprentice's registration work-based learning experience.
- Employer must provide a health benefit plan, when the trainee is an employee. "Health benefit plan" means:
 - any hospital or medical policy or certificate,
 - any subscriber contract provided by a hospital or professional service corporation, or managed care organization subscriber contract.

Health benefit plan does not include:

- policies or certificates of insurance for specific disease,
- hospital confinement indemnity,
- accident-only, credit, dental, vision, Medicare supplement, long term care or disability income insurance,
- student health benefits only coverage issued as a supplemental to liability insurance,
- workers compensation or similar insurance,
- automobile medical payment insurance,
- or nonrenewable short-term coverage issues for a period of twelve (12) months or less.

Types of Approved Work-Based Learning

- Registered Apprenticeship - Training must be through a Registered Apprenticeship with the US Department of Labor.
- Preceptorship - a preceptorship validated by an accredited institution of higher education for nurse practitioners, physician assistants, pharmacists and prescribing/clinical psychologists.

Exclusions

For Registered Apprenticeship, Temporary and contract positions do not qualify for training reimbursement.

- Employer training costs incurred during a temp-to-hire process with a temporary employment agency will become eligible for reimbursement at such time as the employee is hired into a full-time permanent position with the employer paying at least \$12 per hour with employer assisted medical benefits. Temporary employees hired only to meet seasonal demand do not qualify as temp-to-hire.

Fund Availability

The Council may establish a pool of funds on an annual basis for this program. A maximum of \$1,000 per apprenticeWBL, per year for the duration of the apprenticeshipWBL, is available to offset the extraordinary costs of utilizing a registered apprenticeship training work-based learning program. An employer may not be allocated more than \$10,000 per year under this program. Funds for the first year will not be distributed until the employer provides ~~upon~~ verification that the individual has completed:

- For Registered Apprenticeship: at least 500* hours of on-the-job training, verified by RAPIDS. Additional funds will be available annually, thereafter, upon verification from RAPIDS that the apprentice continues to progress in their program. For competency-based apprenticeship programs, a reimbursement schedule will be provided in the grant agreement.
- For Preceptorship: the number of hours required for the preceptorship. The institution the student is enrolled in must sign the verification form.

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Applications

Employer shall provide at a minimum:

- For Registered Apprenticeship: A copy of the executed standards (or participation agreement, if involved in a group sponsorship) for the registered apprenticeship program, including the OJT and RTI attachments and the RAPIDS number of each apprentice.
- For Preceptorship: Verification trainee is enrolled in a nurse practitioner, physician assistant, pharmacist or prescribing/clinical psychologist program requiring clinical hours for completion of program and the number of hours required for the preceptorship.

Reimbursable Expenditures

WDTF grants may reimburse the following eligible expenses:

- Training costs associated with vendor provided training including instructor wages, reasonable travel costs and materials.
- Training costs associated with structured internal training including instructor wages, reasonable travel costs and materials.

Expenditures that are not reimbursable:

- Employee onboarding,
- Wages paid to individuals receiving training.

Contractual Terms

- Grant period is aligned to the length of the registered apprenticeship work-based learning program.
- When trainee is an employee, Only Idaho taxable full-time*, non-seasonal employees are eligible for reimbursement.
- Grantees are required to submit quarterly reports as delineated in the written contract. The quarterly report will include provision of the entire 9-digit social security number of the trainees/participants.
- The executive director of the Idaho Workforce Development Council is authorized to impose a claw back provision when they determine it to be in the best interest of the fund.

*Employers utilizing School to Registered Apprenticeship (STRAP), as documented through an addendum attached to the standards, qualify for the reimbursement after their apprentice completes 175 on-the-job training hours. In addition, STRAP does not need to meet the contractual term of a “full-time” employee.

Performance Metrics

The return on investment shall be measured by:

- Number of employees trained.
- Wage gains at one-year post training.
- Employee retention (at the employer who trained them and/or another Idaho employer).