



Workforce Training & Funding

Incumbent Worker Training Program
Small Business Employee Training
Local Workforce Resources

LEDA
LAFAYETTE ECONOMIC
DEVELOPMENT AUTHORITY



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:

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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 22-23 — Lafayette Region

Employer	City	Award	
Cardinal Consortium	New Iberia	M & A Safety Services	\$77,792
Quality Companies Consortium	Youngsville	M & A Safety Services	\$201,779
Mako Consortium	Lafayette	M & A Safety Services	\$37,288
Acadiana Concern For	Lafayette	Lantec Of Louisiana	\$66,110
Acadiana Security Plus	Broussard	Bossier Parish	\$32,825
All Coast LLC	Lafayette	M & A Safety Services	\$64,602
American Pollution Control Corp. (AMPOL)	New Iberia	M & A Safety Services	\$125,059
Aries Marine Corporation	Lafayette	M & A Safety Services	\$26,480
Bagwell Energy Services	Delcambre	M & A Safety Services	\$14,735
Baileys Catering LLC	Lafayette	M & A Safety Services	\$9,972
BlueLine Manufacturing	Scott	Bulldog Safety Servic	\$87,890
Boys & Girls Clubs Of Acadiana	Lafayette	Lantec Of Louisiana	\$40,618
Broussard Brothers Inc	Abbeville	Lantec Of Louisiana	\$145,244
Burner Fire Control, Inc	Broussard	M & A Safety Services	\$47,120
Cetco Energy Services	New Iberia	M & A Safety Services	\$76,535
Crown Oilfield Services	Morgan City	M & A Safety Services	\$15,362
Ecoserv, LLC	Abbeville	M & A Safety Services	\$90,264
Energy Solutions Technology	Carencro	M & A Safety Services	\$74,928
Fire & Safety Specialists	Maurice	M & A Safety Services	\$34,738
Global Data Systems Inc	Lafayette	Lantec Of Louisiana	\$231,748
Gulf Coast Marine Fabricators	Abbeville	M & A Safety Services	\$38,071
Gulf Land Structures	Lafayette	M & A Safety Services	\$26,439
Heritage Care Inc DbA	Lafayette	Lantec Of Louisiana	\$59,356
Housing Authority Of Lafayette	Lafayette	Lantec Of Louisiana	\$68,904
Hub Enterprises LLC	Broussard	Bulldog Safety Services	\$127,655
Laborde Marine Management	Morgan City	Relyon Nutec Usa, LLC	\$93,705
M & A Safety Services	Youngsville	Lantec Of Louisiana	\$54,988
Magnolia Torque & Testing	Lafayette	Safety Compliance Ser	\$48,455
Newpark Mats & Integrated Services	Carencro	Bulldog Safety Servic	\$131,131
Nst Corp.	Lafayette	Bulldog Safety Services	\$20,570
Oci, LLC	Franklin	M & A Safety Services	\$86,620
Park Place Surgery Center	Lafayette	Lantec Of Louisiana	\$35,808



Incumbent Worker Training Program

Who is Using IWTP?

Approved IWTP Awards for FY 22-23 — Lafayette Region

Employer	City	Award	
Professional Rental Tools	Broussard	Lantec Of Louisiana	\$57,750
Southern Tank Testers	Breaux Bridge	M & A Safety Services	\$10,736
Teche Action Board	Franklin	South Louisiana	\$44,130
The Evangeline Bank & Trust	Ville Platte	Lantec Of Louisiana	\$18,398
Waveland Services Inc	Eunice	Safety Compliance	\$87,016

Acadiana businesses using IWTP: **37** | Training Dollars: **\$2,510,816**



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 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:

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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)
- 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 22-23 — Lafayette Region

*Dollar amounts indicate amount approved not amount expended.

Employer	City	Training Provider	Award
A 5 Star Plumbing Co LLC	Youngsville	Acadiana Plumbers Association	\$1,315.00
Absolutely Irresistible	Lafayette	The Winner Institute, Inc.	\$5,383.50
Acadiana Smiles Llp	Crowley	The Winner Institute, Inc.	\$1,794.50
Acsw Architects LLC	Lafayette	Excelerant	\$7,187.50
Advanced Energy Services Inc.	Broussard	Kent Safety Solutions	\$2,200.00
Advanced Fire Safety LLC	Broussard	Society Of Louisiana CPAs	\$1,968.75
Advanced Logistics LLC	Lafayette	Bulldog Safety Services, LLC	\$3,940.00
Advantage Movers LLC	New Iberia	Lantec Computer Training Center/laf	\$490.00
Affiliated Blind Of La Training Ctr Inc.	Lafayette	Lantec Computer Training Center	\$4,535.00
Ags Mechanical Contractors LLC	Rayne	Acadiana Plumber Association Apa	\$700.00
Aie	Lafayette	Lantec	\$6,500.00
Alpha Omega Tax Service LLC	Crowley	National Association Of Tax Profess	\$1,995.00
Arl Construction, Inc.	Franklin	Kheiron, LLC.	\$24,400.00
Arsement Redd & Morella LLC	Lafayette	Society Of Louisiana CPAs	\$7,290.00
Associated Design Group Inc.	Lafayette	Cadtech Seminars, LLC	\$10,700.00
Axis Compressor Services LLC	New Iberia	M & A Safety Services	\$20,225.00
Babineaux Plumbing Inc.	New Iberia	Acadiana Plumbers Association	\$5,440.00
Balmar LLC	Lafayette	M & A Safety Services	\$500.00
Bank Of Erath	Erath	Louisiana Bankers Association	\$1,309.00
Basile State Bank Inc.	Basile	Louisiana Bankers Association	\$926.50
Basin Fleeting Inc.	Berwick	Coastal Safety Training, LLC	\$2,050.00
Bayou Inspection Servs Inc.	Amelia	Coastal Safety Training, LLC, M & A Safety Services, On-Site Training Inc.	\$8,730.00
Bbr Creative Inc.	Lafayette	Lantec Computer Training Center	\$2,230.00
Bbr Creative Inc.	Lafayette	The Winner Institute, Inc.	\$1,232.00
Bbr Creative Inc.	Lafayette	Univ. Of Louisiana-Lafayette Cont. Ed	\$1,995.00
Bluetide Communications Inc.	Broussard	Lantec Computer Training Center	\$38,580.00
Boudreaux & Hebert CPAs LLC	Lafayette	Society Of Louisiana CPAs	\$2,003.00
Boyer Hebert Caruso & Angelle LLC	Breaux Bridge	Lantec	\$875.00
Braeden Engineering & Consulting, LLC	Broussard	Lantec Computer Training Center/laf, M & A Safety Services	\$5,260.00
Braeden Engineering & Consulting, LLC	Broussard	M & A Safety Services	\$2,800.00
Brice Civil Constructors, Inc.	Morgan City	Coastal Safety Training, LLC, On-Site Training Inc.	\$1,920.00
Butcher Distributors LLC	Broussard	Lcpa	\$457.75
Butcher Distributors LLC	Broussard	Society Of Louisiana CPAs	\$1,229.75
Butcher Distributors LLC	Broussard	Lantec Computer Training Center	\$3,000.00
C Js Plumbing Repair Inc.	Breaux Bridge	Acadiana Plumbers Association	\$11,300.00
Canal Diesel Inc.	New Iberia	Lantec Computer Training Center	\$3,685.00
Casa Of St Landry-Evangeline Inc.	Opelousas	Lantec Computer Training Center	\$2,610.00



Small Business Employee Training Program

Who is Using SBET?

Employer	City	Training Provider	Award
Cci Piping Systems	Breaux Bridge	Lantec Of Louisiana LLC	\$4,515.00
Cci Piping Systems	Breaux Bridge	Excelerant	\$1,500.00
Cci Piping Systems	Breaux Bridge	Crescent Safety Services	\$17,750.00
Chase Design Group	Lafayette	Cadtech Seminars, LLC	\$7,450.00
Chemlogic Inc.	Rayne	Proactive Consulting And Engineering	\$15,900.00
Crowley Primary Care LLC	Crowley	The Winner Institute, Inc.	\$5,383.50
Cypress Fabrication Services, LLC	St Martinville	Coastal Safety Training, LLC	\$11,400.00
Dave Pierret Plumbing Inc.	Youngsville	La Assoc. Of Plumb-Heat-Cool Contr.	\$1,800.00
Dave Broussard A/c & Heating LLC	Broussard	Lantec Computer Training Center/laf	\$1,200.00
Dexter/duhons Tax Services Inc.	Abbeville	Society Of Louisiana CPAs	\$144.00
Dexter/duhons Tax Services Inc.	Abbeville	La. Society Of Independent Accounta	\$2,920.00
Discovery Inn Lafayette	Lafayette	Lantec Computer Training Center/laf	\$1,500.00
Dixie Electric Inc.	New Iberia	South La Community College	\$7,500.00
Dore & Company Inc.	Abbeville	La. Society Of Independent Accounta	\$890.00
Down Hole Pressure Instruments Inc.	Broussard	La. Society Of Independent Accounta	\$570.00
Drake Specialties LLC	Lafayette	Safety Compliance Services, Inc.	\$300.00
Enterprise Data Concepts LLC	Lafayette	Lantec Computer Training Center	\$15,550.00
Enterprise Data Concepts LLC	Lafayette	The Winner Institute, Inc.	\$1,794.50
Environmental Plumbing Solutions LLC	Breaux Bridge	Acadiana Plumbers Association	\$4,060.00
Families Helping Families Of Acadiana	Lafayette	Lantec Of Louisiana LLC	\$3,950.00
Farmers State Bank & Trust Co.	Church Point	Louisiana Bankers Association	\$1,093.75
Farmers State Bank & Trust Co.	Church Point	Lantec Computer Training Center/laf, Louisiana Bankers Association	\$5,547.50
First Pioneers Federal Credit Union	Lafayette	Louisiana Credit Union League	\$5,378.75
First Pioneers Federal Credit Union	Lafayette	Credit Union National Association	\$312.50
First Pioneers Federal Credit Union	Lafayette	Excelerant	\$1,125.00
First Steps Referral & Consulting LLC	New Iberia	Lantec Computer Training Center	\$24,350.00
Freds Plumbing & Air Conditioning Inc.	Maurice	Acadiana Plumbers Association	\$980.00
Frey Construction And Dirt Service LLC	Eunice	Isafe, LLC	\$25,250.00
Frisco Industrial Contractors, LLC	Franklin	Isafe, LLC	\$9,450.00
Garys Plumbing & Repair	Rayne	Acadiana Plumbers Association	\$3,360.00
Girl Scouts Of La-Pines To The Gulf	Lafayette	Lantec Computer Training Center	\$2,500.00
Going Sebastien Fisher & Lebouef LLP	Opelousas	Society Of Louisiana CPAs	\$562.50
Gulf Coast Coil Tubing/nitrogen Svcs Inc.	Scott	Crescent Safety Services	\$12,975.00
Hargrave S Plumbing, LLC	Sunset	Acadiana Plumbers Association	\$3,920.00
Iberia Council On Aging Inc.	New Iberia	Lantec Computer Training Center LLC	\$3,800.00
Iconvergence Inc.	Lafayette	Lantec Computer Training Center	\$14,499.00
Infinity Valve & Supply LLC	Youngsville	Global Shop Solutions	\$30,015.00
Infotech Solutions LLC	Lafayette	Lantec Computer Training Center/laf	\$2,495.00
Integrict LLC	New Iberia	Coastal Safety Training, LLC	\$4,200.00



Small Business Employee Training Program

Who is Using SBET?

Employer	City	Training Provider	Award
Irq Technology Services LLC	Lafayette	Lantec Computer Training Center/laf	\$600.00
Jewel Specialty & Supp Co Inc.	Broussard	Bulldog Safety Services, LLC	\$13,280.00
Jmb Companies Inc.	Franklin	Lantec Computer Training Center	\$6,190.00
John Waynes Body & Paint Shop Inc.	Scott	I-Car	\$312.50
Jwra Inc.	Lafayette	La. Society Of Independent Accounta	\$960.00
Kent Safety Solutions LLC	Broussard	Alliance Safety Council, M & A Safety Services	\$3,121.00
Kent Safety Solutions LLC	Broussard	M & A Safety Services	\$605.00
Kourco Environmental Services Inc.	Lafayette	Crescent Safety Services	\$3,375.00
Laborde Therapy Center LLC	Lafayette	Dale Carnegie Training	\$8,972.50
Lafayette Music Co Inc.	Lafayette	Lantec Computer Training Center/laf	\$735.00
Langlinais Broussard & Kohlenberg	Abbeville	Society Of Louisiana CPAs	\$5,814.50
Leading Edge Mfg LLC	Youngsville	Excelerant	\$1,875.00
Leda	Lafayette	Univ. Of Louisiana-Lafayette Cont. Ed	\$2,250.00
Leda	Lafayette	University Of Louisiana At Lafayette	\$2,327.28
Leda	Lafayette	Lantec Computer Training Center/laf	\$2,695.00
Leda	Lafayette	Lidea-La Ind Dev Exec Association	\$755.00
Leda	Lafayette	Cpr 2 Geaux	\$1,495.00
Leda	Lafayette	South La Community College	\$750.00
Logojet	Lafayette	Excelerant	\$1,500.00
Louisiana Gauging Services Inc.	Broussard	Crescent Safety Services	\$8,625.00
Louisiana Gulf Coast Exposition Inc.	Lafayette	Bossier Parish Community College, Lantec Computer Training Center/laf, South La Community College-Lafayette, Univ. Of Louisiana-Lafayette Cont. Ed	\$2,842.00
M & E Consulting Inc.	Lafayette	Excelerant	\$7,686.61
M P W Properties	Lafayette	Lantec Computer Training Center/br, Lantec Computer Training Center/laf	\$1,470.00
Mahtook & Lafleur LLC	Lafayette	Lantec Computer Training Center	\$5,230.00
Manuel Commercial LLC	Broussard	Lantec Computer Training Center	\$600.00
Marcantel-Dupre LLC CPA	New Iberia	Society Of Louisiana CPAs	\$1,317.00
Meche & Whipple C P As	Lafayette	La. Society Of Independent Accounta, Society Of Louisiana CPAs	\$2,126.00
Miles Perret Center	Lafayette	Cpr 2 Geaux LLC	\$1,265.00
Miles Perret Center	Lafayette	Lantec Computer Training Center	\$3,240.00
Moulis Mechanical Inc.	Lafayette	Acadiana Plumbers Association	\$1,930.00
Mr Rooter	Lafayette	Acadiana Plumbers Association	\$4,745.00
N2 Solutions LLC	Lafayette	Coastal Safety Training, LLC	\$9,500.00
New Day Personal Care Services LLC	Lafayette	Lantec Computer Training Center/laf	\$7,595.00
Oats & Marino	Lafayette	Lantec Computer Training Center/laf	\$3,430.00
Offshore Air & Refrigeration Inc.	Lafayette	Kent Safety Solutions, M & A Safety Services	\$8,300.00
Oil Center Research LLC	Lafayette	M & A Safety Services	\$100.00
Oil Center Research LLC	Lafayette	Lantec Computer Training Center/laf	\$245.00
Onebane Law Firm	Lafayette	Keno Kozie Associates	\$1,875.00
Paul L Miers Engineering LLC	Lafayette	Lantec Computer Training Center/laf	\$490.00



Small Business Employee Training Program

Who is Using SBET?

Employer	City	Training Provider	Award
Peoples Credit Union	Rayne	Louisiana Credit Union League	\$650.00
Performance Medical Group, Inc.	Lafayette	Lantec Computer Training Center/laf	\$245.00
Pes	Lafayette	The Winner Institute, Inc.	\$3,589.00
Petra Consultants Inc.	Lafayette	M & A Safety Services	\$950.00
Pine Island Chemical Solutions LLC	Lafayette	Proactive Consulting And Engineering, Univ. Of Louisiana-Lafayette Cont. Ed	\$15,018.75
Pine Island Chemical Solutions LLC	Lafayette	Proactive Consulting & Engineering	\$20,000.00
Pipes & Plugs LLC	New Iberia	Acadiana Plumbers Association	\$2,660.00
Pixus Digital Printing	Lafayette	The Winner Institute, Inc.	\$4,821.00
Premier Data Systems Inc.	Lafayette	Herrick Consulting Group	\$2,250.00
Premier Data Systems Inc.	Lafayette	The Winner Institute, Inc.	\$1,794.50
Premier Data Systems Inc.	Lafayette	Lantec Computer Training Center/laf	\$4,990.00
Pro-T Co Inc.	Broussard	Kent Safety Solutions, M & A Safety Services	\$9,218.75
Pro-T Co Inc.	Broussard	Kent Safety Solutions	\$4,300.00
Rader Solutions Limited Inc.	Lafayette	Lantec Computer Training Center/laf	\$4,095.00
Rayne Building & Loan Association	Rayne	Louisiana Bankers Association	\$900.00
Rayne Building & Loan Association	Rayne	Society Of Louisiana CPAs	\$281.00
Ronnie Frisby S Plumbing	Lafayette	Acadiana Plumbers Association	\$2,895.00
Scotts Of Acadiana	Scott	Lantec Computer Training Center	\$5,000.00
Service Seal LLC	Lafayette	M & A Safety Services	\$650.00
Southern Integrated Solutions & Cong LLC	Broussard	J. Schneider And Associates Ltd, Lantec Computer Training Center/laf, M & A Safety Services	\$30,895.00
St Martin Parish Council Aging Inc.	Breaux Bridge	Lantec Computer Training Center	\$5,625.00
State Farm Insurance Agency	Breaux Bridge	The Winner Institute, Inc.	\$7,178.00
Step Ko Products LLC	Broussard	D3 Technologies	\$1,995.00
Swivel Rental & Supply LLC	Lafayette	Kheiron, LLC.	\$7,275.00
Synergy I T LLC	Lafayette	Brand State U /Brandrusso	\$1,945.00
Taylor Plumbing LLC	Lafayette	La Assoc. Of Plumb-Heat-Cool Contr.	\$2,700.00
The Rtl Group, LLC	Broussard	Society Of Louisiana CPAs	\$1,643.50
Theriot Family Dental Care Youville LLC	Youngsville	Louisiana State University-Baton Rouge	\$330.00
Tobias Inc.	Erath	Bulldog Safety Services, LLC	\$26,940.00
Total Network Technologies LLC	Lafayette	Lantec Computer Training Center	\$4,220.00
Ultra Sales Association Inc.	New Iberia	Lantec Computer Training Center	\$2,640.00
United Way Of Acadiana Inc.	Lafayette	The Winner Institute, Inc.	\$1,232.00
University Of Louisiana Fed Credit Union	Lafayette	Louisiana Credit Union League	\$1,600.00
University Of Louisiana Fed Credit Union	Lafayette	South La Community College	\$599.00
Valve & Wellhead Specialists LLC	Scott	Bulldog Safety Services, LLC, Relyon Nutec	\$13,540.00
Valve & Wellhead Specialists LLC	Scott	Bulldog Safety Services, LLC	\$7,300.00
Veris Global LLC	Lafayette	Lantec Computer Training Center Laf, Lantec Computer Training Center/laf, M & A Safety Services	\$27,920.00
Veris Global LLC	Lafayette	M & A Safety Services	\$620.00



Small Business Employee Training Program

Who is Using SBET?

Employer	City	Training Provider	Award
Vermilion Bank & Trust Co Inc.	Kaplan	Louisiana Bankers Association	\$765.00
Vige Tujague & Noel	Eunice	Society Of Louisiana CPAs	\$4,281.25
Vige Tujague & Noel	Eunice	La. Society Of Independent Accountants	\$1,780.00
Vital Integrators	Lafayette	Lantec Computer Training Center	\$9,180.00
Weed Control Services LLC	Scott	Bulldog Safety Services, LLC	\$19,424.00
West Coast Logistics LLC	Lafayette	Lantec Computer Training Center/laf	\$245.00
Womans Foundation, Inc.	Lafayette	South La Community College-Lafayette	\$250.00
Womans Foundation, Inc.	Lafayette	Lantec Computer Training Center/laf	\$490.00

Acadiana businesses using SBET: **311** | Training Dollars: **\$853,793.39**
As of 07/05/23



Approved Training Providers

IWTP	SBET	Company	Contact Name	Phone Number	Website
		Computer Software Training			
	✓	DeVile Training Connection	Tobin DeVile	(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
		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
		Beacon of Light	Keesha Buteau	(337) 277-4637	www.beaconoflightla.com
		Biz Knocks!	Shanna Dorion	(337) 303-4073	www.bizknocks.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
	✓	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
	✓	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
		Safety Training			
	✓	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.relyonnutec.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
		Healthcare Training			
	✓	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
		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
	✓	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
		Career Training			
		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
- 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) 692-3594

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.