

RTAC Summit Session 4: Customized Training

Nebraska VR's Certificate Program

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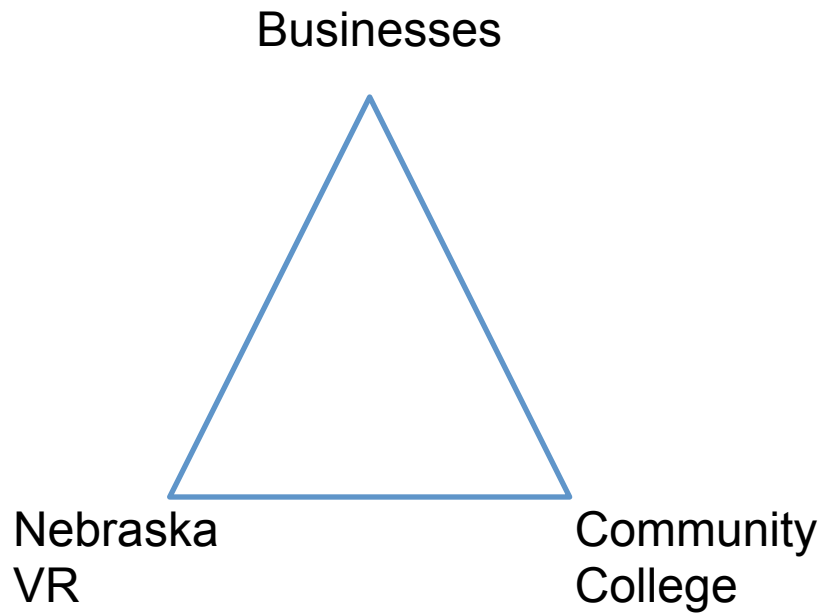
What is Customized Training?

- Customized Training (CT) programs are clear examples of employer-focused training strategies.
- CT programs may have different origins, administrative arrangements, funding, and program rules.
- Each CT program views training from the perspective of employers in terms of design, curriculum, outputs (graduates) and outcomes.

Examples

- Industry-Specific or Sector-Based Training
- Community College-Based Training
- Registered Apprenticeships
- On-the-Job (OJT) Training

Model



Business Led
Single Point of Entry
Shared Investment
Training
Onsite Support

Design

- Reach out to the local team
- Determine the need
 - Caseload
 - Local Market Information
- Meet with the Business and Community College
- Ongoing support to the students
 - Soft skills training
 - Arrange for job coaching
 - Placement

Design

- Connect with local businesses
 - BAM
 - Placement Specialists
- Determine what is needed for a qualified candidate
 - Skill sets
 - Include Evaluator if necessary
- Get feedback from businesses
- Meet with Community College
- Ongoing feedback

Design

- Partner with a Community College
- Discuss options for credit vs. non-credit and other issues
- Involve disability support services
- Design curriculum to incorporate real world skills
- Ongoing feedback

Process

- Recruit VR consumers
 - Orientation/Information Session
 - Employer involvement in selection process
- Conduct Training
 - Soft skills
 - Technical skills/hands on
 - Collaborative effort
 - Certificate Achieved
- Connect participants with employers
 - 60-70% become employed at site
 - Placement Staff

Program Data

	Number of Years in Operation	Students Received Certificate	Employed in Trade upon Completion of the Program	% Employed in Trade after Receiving Certificate
Electrical Certificate Programs	4	28	15	54%
Welding Certificate Programs	3	42	20	48%
Auto-Technician Certificate Programs	3	20	16	80%
HVAC Certificate Programs	3	14	12	86%
Community Health Worker Certificate Program	1	6	0	0%

Benefits to the Business

- Reduced turnover
- Onsite support
- Get trained workers to their specifications
- Financial savings (recruitment, hiring, retention)
- Diversity

Benefits to the Individual

- Learn real work skills
- Immerse in work culture
- Hands on learning
- Learn from mistakes

VR Program Management Framework

- Leadership
- Mission & Strategic Planning
- Customers
- Communication
- Workforce & Human Resources
- Services & Processes
- Partnerships
- Data, Quality Assurance, & Metrics
- Outcomes

Find out more about our Certificate Programs

By following this link to our website:

[http://www.vr.nebraska.gov/partners/
certificate_programs.html](http://www.vr.nebraska.gov/partners/certificate_programs.html)

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