

## FIXED-FEE RATES

Fixed-Fee Training Rates are meant to simplify/expedite contracting by allowing all types of training to fall under the available rates. Rates are inclusive of training and administrative costs, and are stipulated according to training delivery methods (i.e. class/lab, videoconference, CBT).

### FIXED-FEE TRAINING RATE TABLE

<b>FIXED FEE RATES</b> (All rates include training and administration costs)			
<b>Type of Trainee</b>	<b>Class/Lab/ Videoconference</b>	<b>Advanced Technology Class/Lab</b>	<b>CBT</b>
<b>NEW HIRE</b>	\$20	N/A	\$8
<b>RETRAINING</b>			
a) Standard	(a) \$15	(a) \$22	
b) Small business (100 or fewer full-time employees in California, but no more than 250 worldwide), including small business served under a MEC or entrepreneurial agreement.	(b) \$22	(b) \$22	
<b>PRIORITY INDUSTRY RETRAINING</b>			
Industry sectors identified as priorities in the Strategic Plan include manufacturing and high technology (including high tech services, biotechnology, and multimedia entertainment), agriculture, healthcare, transportation and goods movement, construction and clean technology (i.e., clean tech services, clean tech consulting business). Priority industries are identified, via NAICS codes. See Section 06.01.02 for details.			
a) Priority industry	(a) \$18	(a) \$26	
b) Small Business (100 or fewer, full-time employees in California, but no more than 250 worldwide) in a priority industry, including a priority industry small business served under a MEC or entrepreneurial agreement.	(b) \$26	(b) \$26	
<b>CRITICAL PROPOSAL RETRAINING</b>			
Single employers may earn up to 25% over the standard fixed-fee rate on a case-by-case basis considering the type of training and any special circumstances specific to the project.	\$15 to \$19	\$22 to \$27	

### Guidelines for Applying the Fixed-Fee Training Rates

- In conjunction with using the fixed-fee, the following maximum class/lab /videoconference trainer- to- trainee ratios have been established: Retrainees, 1:20 and New Hires, 1:15. The trainer-to-trainee ratio for Advanced Technology (AT) is 1:10. (For variances to ratio requirement see section 06.02.01.)

- Fixed-fee rates for retraining in single employer Critical Proposals may be up to 25 percent higher than standard fixed-fee rates (with Panel approval, on a case-by-case basis).
- The class/lab/videoconference rate of \$22 per hour is applicable for (1) small businesses with 100 or fewer, full-time employees in California, but no more than 250 worldwide; and, (2) Multiple Employer Contracts (MEC) serving small businesses with 100 or fewer, full time employees in California, but no more than 250 worldwide.
- The AT rate of \$22 per hour is applicable to AT skills training which requires a trainer-to-trainee ratio of 1:10 or less and is customized to occupations which involve the production or use of the most sophisticated equipment and software in fields such as electronics, computers, and biotechnology. If the trainer-to-trainee ratio exceeds 1:10, a second trainer must be present during instruction - and – the overall trainer-to-trainee ratio must not exceed 2:20. (Note: The 1:10 ratio is not applicable for small businesses with 100 or fewer full-time employees in California, but no more than 250 worldwide, or retraining MECs serving small businesses with 100 or fewer full-time employees in California, but no more than 250 worldwide.)
- An Applicant need not submit a budget if they are requesting: (a) a rate on the ETP's Fixed-Fee Rate Table; or, (b) a reimbursable rate for training and administration of less than the Fixed-Fee.
- Special rates are used to fund training for industry sectors that are identified as funding priorities in ETP's Strategic Plan. Priority industries receive 20 percent more than standard retraining rates or AT rates. Industries qualifying for this priority rate as shown in the NAICS table below. If an industry is not included in the table, but a project appears to meet the industry criteria, the Regional Office Manager will approve the priority rate for the contract.

-For MECs serving priority industries, trainees from participating employers in priority industries must be placed in a separate job number(s) on Chart 1 from trainees of employers in non-priority industries.

-Projects may qualify for either priority industry rate or critical proposal rate, but not both.

Industry sectors currently identified as priorities in the Strategic Plan include agriculture, manufacturing and high technology (including high tech services, engineering, biotechnology, and multimedia

entertainment), goods movement and transportation logistics, construction, healthcare and clean tech (i.e., clean tech services, clean tech consulting business).

Given the high number of training hours typically associated with healthcare projects, priority fixed-fee rates are applicable only for healthcare projects with 200 hours or less.

<b>NAICS Code</b>	<b>Code Range</b>	<b>NAICS Sub-sector or Industry Name</b>
111	111110 - 111998	Crop Production
221119	221119	Other Electric Power Generation (wind, solar)
236	236110–238990	Construction of Buildings
237		Heavy and Civil Engineering
238		Specialty Trade Contractors
31-33	311110 – 339999	Manufacturing, including Food Product, Apparel, Petroleum and Coal Product, Chemical, Primary and Fabricated Metal, Machinery, Computer and Electronic Product, and Equipment Manufacturing
423860*	423860	Transportation Equipment & Supplies Merchant Wholesalers
423930	423930	Recyclable Material Wholesalers
481112	481112	Scheduled Freight Air Transportation
481212	481212	Nonscheduled Chartered Freight Air Transportation
482	482111 482112	Rail Transportation
483111	483111	Deep Sea Freight Transportation
483113	483113	Coastal and Great Lakes Freight Transportation
483211	483211	Inland Water Freight Transportation
486	486110 – 486990	Pipeline Transportation
4881*	488111 488119 488190	Support Activities for Air Transportation
488210	488210	Support Activities for Rail Transportation
4883	488310 488320 488330 488390	Support Activities for Water Transportation
4885	488510	Freight Transportation Arrangement
488991	488991	Packing and Crating
493	493110 – 493190	Warehousing and Storage
511	511110 – 511199	Publishing, including Newspaper, Periodical and Book Publishing
511210	511210	Software Publishing
512110	512110	Motion Picture and Video Production
512191	512191	Teleproduction and Other Postproduction Services
519130	519130	Internet Publishing, Broadcasting and Web Search Portals
517110	517110	Wired Telecommunications Carriers

<b>NAICS Code</b>	<b>Code Range</b>	<b>NAICS Sub-sector or Industry Name</b>
517210	517210	Cellular and Other Wireless Telecommunications
517911*	517911	Telecommunications Resellers
517410	517410	Satellite Communications
517919	517919	Other Telecommunications
518210	518210	Data Processing, Hosting and Related Services
541310	541310	Architectural Services
541330	541330	Engineering Services, including Civil, Construction, Environmental and Mechanical Engineering Services
541360	541360	Geophysical Surveying and Mapping
541370	541370	Surveying and Mapping Service
541380	541380	Testing Laboratories
541511	541511	Customer Computer Programming Services
541512	541512	Computer Systems Design Services
541614	541614	Process, Physical Distribution, and Logistics Consulting Services
541620	541620	Environmental Consulting
54171	541711- 541712	Research and Development in Physical, Engineering and Life Sciences
562910	562910	Remediation Services
562920	562920	Materials Recovery Facilities
621493	621493	Medical Emergency Center
621511	621511	Medical Laboratories
621512	621512	Diagnostic Imaging Centers
622	622110-622310	Hospitals
623	623110-623990	Nursing and Residential Care Facilities
813312 *	813312	Environmental, Conservation & Wildlife Organizations

\* These NAICS will not automatically default in the MIS system as priority industries and require further scrutiny by the Development/Monitoring Analyst to ensure a business meets the intent of the Panel's Strategic Plan goals for priority industries. If you determine that the employer is a priority industry and should be enrolled in a priority industry job number, utilize the "over-ride" feature in the MIS to allow enrollment. (To verify a valid NAICS, go to the U.S. Census Bureau-maintained website at <http://www.census.gov/naics/2007/NAICO607.HTM> .)