

# Mass Workforce Issuance

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☐ Policy ☒ Information

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**To:** Chief Elected Officials  
Workforce Development Board Chairs  
Workforce Development Board Directors  
Title I Administrators  
Career Center Directors  
Title I Fiscal Officers  
DCS Operations Managers

**cc:** WIOA State Partners

**From:** Alice Sweeney, Director  
Department of Career Services

**Date:** January 20, 2017

**Subject:** **Implementation of the H-1B Technical Skills Training Grant Final Report**

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**Purpose:** To notify Local Workforce Development Boards, One-Stop Career Center Operators and other local workforce partners of the Department of Labor (DOL) Employment and Training Administration (ETA) Training and Employment Notice [\(TEN\) No. 29-16](#), *Release and Availability of a Final Report – Implementation of the H-1B Technical Skills Training Grant: Grantee Characteristics and Experiences Providing Employer-Based Training*. The report describes the experiences of the H-1B Technical Skills Training (TST) grantees, highlights two types of program interventions used to address long-term unemployment, On-the-Job Training (OJT) and incumbent worker training, as well as employer-based strategies.

**Background:** Launched in 2011, this industry-targeted approach provided \$340 million in financial, evaluation, and other technical assistance resources using the H-1B employer fees collected to grow a skilled American workforce. Grants awarded to 76 competitively-selected public-private partnerships in 48 states provided education, training and job placement assistance in related high-growth fields in which employers frequently use the H-1B nonimmigrant program to hire foreign workers. The TST grantees focused on three major skill building strategies:

1. OJT, by partially subsidizing the wages of individuals in the program as an incentive for employers;
2. Incumbent worker training for current employees to upgrade skills or advance into new positions; and
3. Classroom training provided by community colleges or other training providers.

The primary sources of data for the evaluation included: grant document reviews; telephone interviews with all 76 TST grantees; and site visits to a subset of grantees. The implementation study focused on four key topics:

1. Incumbent worker training programs
2. OJT programs
3. Recruitment strategies and challenges
4. Partnerships

The findings in the final report are identified as lessons derived from the grantees' experiences. Insights from the grantees focus on 7 factors to consider when implementing incumbent worker and OJT programs:

- Partnerships with employers are critical to the training initiatives and concerted recruitment efforts are needed to engage this community
- The dual target groups for the TST grants have presented recruitment challenges for some grantees and made participant outreach a priority
- Grantees' efforts establish employer partnerships broadened awareness of the public workforce system in the business community
- Employer-based training models require ongoing attention
- Reducing the administrative burden on employers helps gain and maintain their commitment to the program
- Grant funds are useful for leveraging employers' specialized training resources
- Employer-based training requires balancing the needs of workers and employers

The final report analysis and findings are descriptive and primarily summarize the implementation experiences of the TST grants.

**Action**

**Requested:** Please share with managers, staff and partners as appropriate.