

Multiple Employer Contractors (MECs)

- A MEC serves multiple-employers under a single Agreement and may be: (1) a consortia (*group of employers*); (2) a training agency (*private training entity or local educational agency*); or (3) a local Workforce Investment Board.
- MECs can be classified as either: (1) an *on-site training provider* which delivers all training at the individual participating employer's worksite, or (2) a *center-based training provider* which delivers none or only some training at the participating employer's worksite. Training must be customized to individual employers, or group of employers in a specific industry.
- MECs must provide evidence of employer demand for training.
- A training agency must have been in existence for a minimum of two years preceding the application for Panel funding and have a history of providing training and placement services to the public.
- Participating employers must provide a description of how ETP funded training will supplement its on-going training.
- All MECs (retraining and new-hire) must make a contribution towards the cost of training in the amount of at least 50 percent of the ETP-funded amount. Commitment is measured by considering contributions to the contract as a whole, not by individual contributions from participating employers. However, individual contributions should be made by as many participating employers as possible. Retraining contributions may consist of costs associated with trainee wages/benefits during training; project development, training assessments, facilities and equipment, training materials, etc. New-hire contributions may consist of costs associated with project development, training assessments, and additional customized training provided after ETP-funded training and during employment retention.
- New-hire training must be targeted to occupations where employer demand exists, for secure employment, and upward job mobility. Training must be industry specific or for specialized occupations (no cross-industry, generic training).
- Support costs (up to 8% of training costs) are provided for the following:
 - (1) For new-hire MECs: costs associated with recruitment job search and placement activities of unemployed workers. An additional 4% may be provided if proven necessary to cover costs of promotional mailers to potential new-hire trainees.
 - (2) For retraining MECs: costs associated with recruitment of participating employers and assessment of employer-specific job requirements.
- When the cost per trainee is more than twice the ETP average cost per trainee, all MECs (*except those serving working poor trainees in high unemployment areas*) must provide evidence to justify the high cost through one of the following manners: (1) training will result in employment paying significantly more than the ETP minimum wage requirement after retention; (2) occupations to be trained in have demonstrated significant wage progressions within two years after training; (3) and training will result in moving trainees into employment with demonstrated career paths.
- Participating employers with workers represented by a collective bargaining agent must provide written evidence of support from involved unions.