

Webinar - How to Reduce Your Training Costs with Grants



Dave Sanicola, President
Rod Bothwell, Executive Vice President



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Agenda



- Biography
- The DESARA Group
- States The DESARA Group is Approved
- Typical Approach to Training
- Training Needs Analysis
- About Grants
- Next Steps



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Biography



- Rod Bothwell has worked for a Fortune 100 company for many years. His functional responsibility included operations management, manufacturing, purchasing and materials, core process redesign, and most recently quality management.
- Technically, Rod enjoys mathematics and statistics. His green belt and black belt projects include: hardware reliability, feature churn, product safety / product liability, performance excellence, and core process redesign to list a few.
- He has published and presented papers at the 1996 Annual Reliability and Maintainability Conference in Las Vegas. In 1992, he presented at the Thirteenth IEEE / CHMT International Electronics Manufacturing Technology Symposium in Baltimore. In 1985, he published in Quality magazine a basic computer program for calculating the area under a normal curve.
- Within the American Society for Quality, Rod is a Fellow. He maintains a Certified Quality Engineer and a Certified Quality Manager certifications.



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The DESARA Group



We do:

- Business Improvement / Project Management
- Private Training
- Consulting
- MRP Implementation Project Management
- Supplier Management Assistance
- Public and Private 6 σ Training
- Private 6 σ Coaching and Implementation
- Grant Assistance
- eLearning

Business Performance

- Operational Improvement
- Scorecards
- Change Management
- Green / Black Belt Projects
- Strategy Planning
- Quality Strategy Planning
- Core Process Redesign
- Detail Process Maps for MRP Implementation



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Who Can Benefit from a Grant?



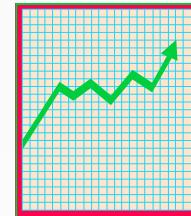
- Your **company**

- Lower total training costs
- Expand training scope
- Improve productivity and effectiveness



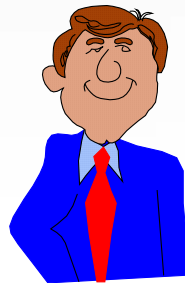
- Your **suppliers**

- Suggest to your suppliers quality training
 - Cycle time, Lean, Problem Solving, Process Capability, Gage R-R, Statistical Process Control, ...



- Your **associates**

- More productive
- More effective
- Broader / better job skills



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Which Departments Get Trained?



Sales

Customer Support

Marketing

Field Engineers

Materials

Management

Development Engineering

Human Resources

Manufacturing

Security

Purchasing

Facilities

Quality

Information Technology

Suppliers

Contractors



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The DESARA Group Approved Training Provider



- Approved

- IL
 - Chicago
- Florida
- Maryland
- New York
- Ohio
- Texas
- Vermont

- In Progress

- CA

- University Affiliation

- Ohio State University
Alber Enterprise Center

- Professional Affiliation

- I.E.E.E.

We are ready to add
your state, if not shown.



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Example: Texas



WIA Eligible Training Provider System

[Home](#) | [Statewide List](#) | [Certification Process](#) | [Logon](#) | [PAS Directory](#) | [Related Links](#)

▶ **Search Texas' Statewide List of Certified Training Providers**
[Statewide List](#)

▶ **General Information**
[Certification Process](#)
[PAS Directory](#)
[Related Links](#)

▶ **Secured Access for Providers, Boards and TWC**
[Logon](#)

▶ **Contact TWC's ETPS Unit**
etp@twc.state.tx.us

▶ **Return Home**
[TWC Home](#)



Para servicio en español, póngase en contacto con un Centro de la Fuerza Laboral.

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[Accessibility](#)

[Equal Opportunity is the Law.](#)



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Example: Texas [Dallas]



WIA Eligible Training Provider System

[Home](#) | [Statewide List](#) | [Certification Process](#) | [Logon](#) | [PAS Directory](#) | [Related Links](#)

Provider Assurance Statement Directory

- Based on your search criteria, the training providers listed below have an **approved** PAS on file.
- The list is in alphabetical order by Provider Name.
- PAS forms are typically approved within one week of receipt of the signed copy. Questions regarding previously submitted forms should be directed to etp@twc.state.tx.us.
- Click the **Certification Process** tab to submit a PAS form.

* indicates required information

Training *
Provider
Name:



1 results found

▲ Training Provider

The Desara Group.com

Provider ID: 3031

15 West Montauk Hwy Suite 323

Hampton Bay, NY 11946

Administrative Contact

DAVE SANICOLA

Contact Phone

(631) 909-3570

Approved Date

Apr 28, 2009

Typical Courses



- Black Belt Training
 - Business Continuity Management BS25999
 - Green Belt Training
 - ISO 9001
 - ISO 14001
 - OHSAS 18001
 - ISO 27001
 - Lean Six Sigma
- **What additional classes does your business need?**
 - **We can easily add classes once a company identifies the requirement.**



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Typical Courses (Continued)



- Fact Finding Skills
- Managing Change
- Managing Stress
- Managing Time & Projects
- Write Your Way to Success
- Revitalize Your Six Sigma Program

- **Again, we can add more classes that your business requires!**



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Typical Approach to Training



Problem
Identified

- A problem or training opportunity is identified.



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Typical Approach to Training



- A problem or training opportunity is identified.
- Training class is found.



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Typical Approach to Training



- A problem or training opportunity is identified.
- Training class is found.
- Management reviews the proposal and approves.



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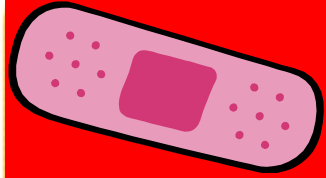
Typical Approach to Training



- A problem or training opportunity is identified.
- Training class is found.
- Management reviews the proposal and approves.
- Training starts per plan.



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Typical Approach to Training



- A problem or training opportunity is identified.
- Training class is found.
- Management reviews the proposal and approves.
- Training starts per plan.
- Check for competency and effectiveness.



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Is Training Strategic?



- Talent Assessment
-
- Technology Roadmaps
-
- Long Range Planning
-
- Operations Reviews



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Is Training Strategic?



- **Talent Assessment**
- **Training Needs Analysis**
- Technology Roadmaps
-
- Long Range Planning
-
- Operations Reviews



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Training Needs Analysis



Meet with
Management

- The training needs analysis is an organized, strategic, systematic approach.
- The focus is the entire organization.



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Training Needs Analysis

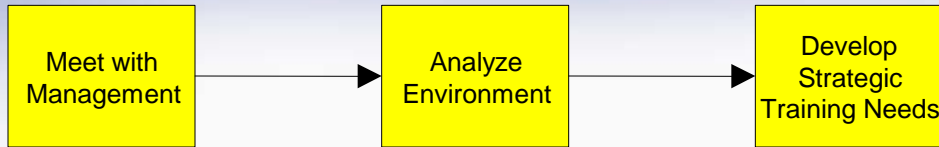


- Data about the competition, customers, technology trends, and suppliers is gathered.



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Training Needs Analysis



- Data about turn-over, critical skills, competitive activity is gathered.
- Recommendations (specific training, timing, location) are prepared for management review.



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Training Needs Analysis



- Management reviews the proposal and approves.
- **Commitments for conference rooms, people availability, locations, and timing are agreed.**



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Training Needs Analysis

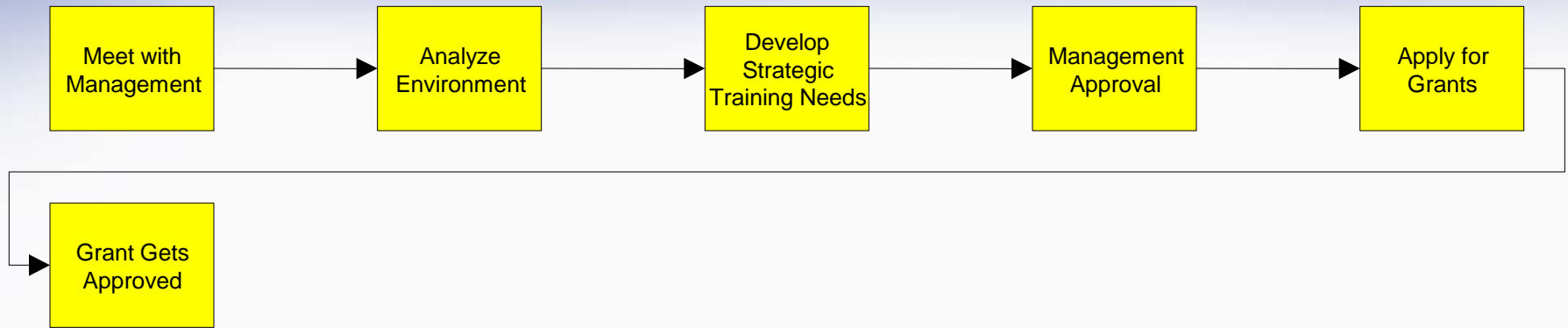


- The DESARA Group completes necessary grant forms covering the complete training needs and submits for state approval.



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Training Needs Analysis



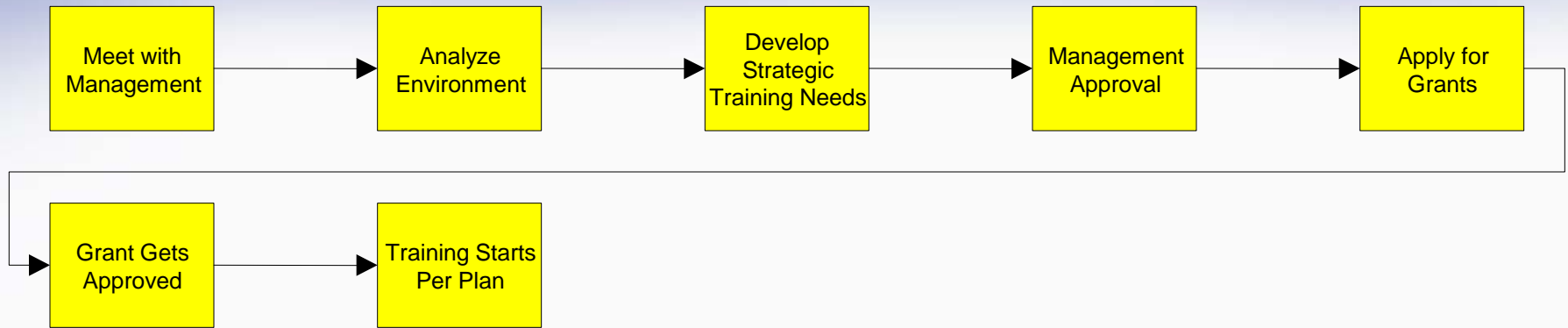
- In approximately 30 days, the grant review / approval process is complete.
- Funds are held by the state, and put “aside” for each employee.

The DESARA Group’s experience on “properly” filling out grant applications ensures a high success rate.



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Training Needs Analysis

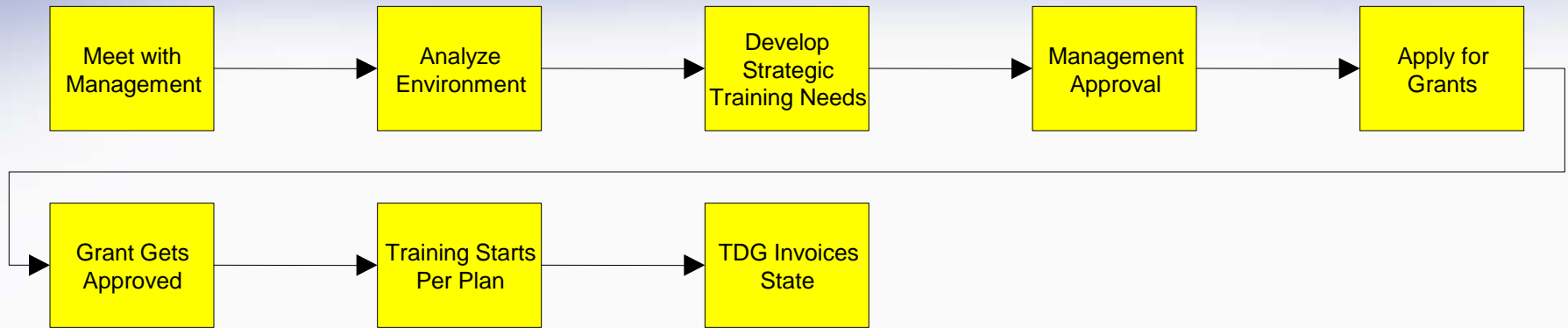


- Upon state approval, training starts per the training plan.
- Training needs to be completed during the grant period.



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Training Needs Analysis

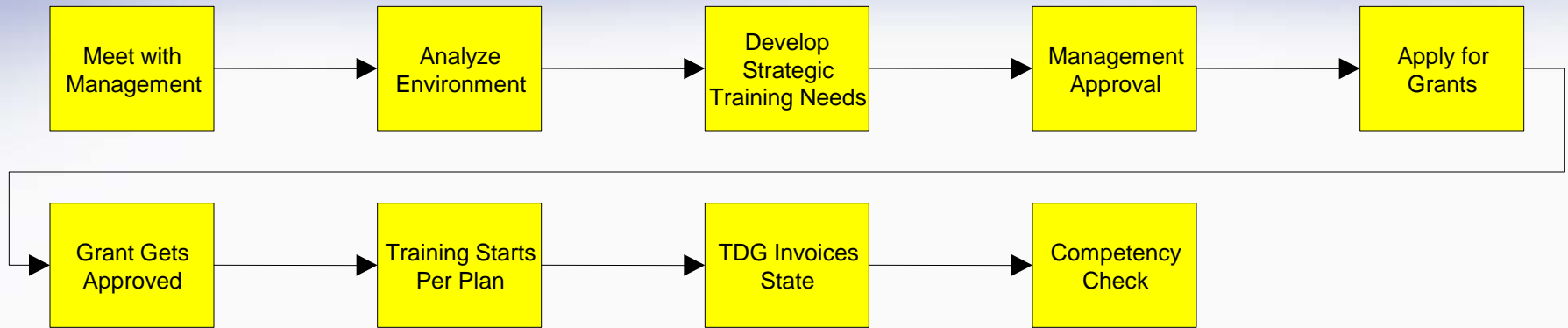


- The DESARA Group collects participant forms and submits invoices directly to the state.



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Training Needs Analysis



- The DESARA Group and the company will periodically review the effectiveness of the training.



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About Grants



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Grants



- Fiscal Year 2009 – June 1, 2009 to May 31, 2010
\$ 5 BILLION allocated to training grants!
- Fiscal Year 2010 – June 1, 2010 to May 31, 2011
So far, \$ 1 BILLION allocated to training grants!
- Plus, there any many additional grants!
- For example, *BTOP \$4.7B.

* National Telecommunications and Information Administration Broadband Technology Opportunities Program (BTOP)

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Grant Funding Services Provided by The DESARA Group



Specifically we provide:

- Grant application assistance.
 - Identify the funding available.
 - Understand the rules of the programs.
 - How to apply.
- Grant follow up with State Agencies
- Grant administration
 - Tracking of training
 - Scheduling
 - Logistics

Call us! We will work with your Grant Manager or Chief Training / Learning Officer



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What Can Be Covered in a Grant



- On-boarding
 - New employee training
- Job enrichment
 - Training for current job
 - Training for future job
 - Efficiency / improvement training
 - Six Sigma / Lean training
 - Technical training
- Management Training
 - Performance Management
 - Communication
 - Team Building
 - Motivation
- Transition training
 - Resume writing
 - Job search skills

This list is not all inclusive!



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We Keep Track of Stimulus Allocations



WIA Notice No. 08-NOT-33
Attachment C

American Recovery and Reinvestment Act of 2009 Dislocated Worker Allocations

LWIA	Dislocated Worker Allocations	Administration (Maximum)	Programs (Minimum)
1	\$1,657,089	\$165,708	\$1,491,381
2	\$931,404	\$93,140	\$838,264
3	\$2,175,890	\$217,589	\$1,958,301
4	\$880,552	\$88,055	\$792,497
5	\$2,190,883	\$219,088	\$1,971,795
6	\$2,717,041	\$271,704	\$2,445,337
7	\$7,394,369	\$739,436	\$6,654,933
8	\$2,829,108	\$282,910	\$2,546,198
9	\$11,884,655	\$1,188,465	\$10,696,190
10	\$1,470,103	\$147,010	\$1,323,093
11	\$1,139,424	\$113,942	\$1,025,482
12	\$965,996	\$96,599	\$869,397
13	\$501,396	\$50,139	\$451,257
14	\$575,260	\$57,526	\$517,734
15	\$559,246	\$55,924	\$503,322
16	\$829,842	\$82,984	\$746,858
17	\$646,549	\$64,654	\$581,895
18	\$441,658	\$44,165	\$397,493
19	\$661,711	\$66,171	\$595,540
20	\$805,656	\$80,565	\$725,091
21	\$711,572	\$71,157	\$640,415
22	\$1,196,832	\$119,683	\$1,077,149
23	\$1,372,871	\$137,287	\$1,235,584
24	\$1,485,194	\$148,519	\$1,336,675
25	\$1,089,128	\$108,912	\$980,216
26	\$860,128	\$86,012	\$774,116
Totals	\$47,973,557	\$4,797,344	\$43,176,213

- Each state is given a part of the stimulus package.
- States have different rules, different coverage, and different forms.



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Grants Vary by State



- 50 States
- Multiple grants available in each jurisdiction
- Many forms
- Many complex forms
- Stimulus package releases funds monthly
- Stimulus package allocations vary by state



Bottom line – very complex!



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Key Points (Continued)



- **The company can lower training costs by:**
 - **Limiting the number of sites that training will be conducted**
 - **Providing facilities and equipment**
 - **Arranging training with maximum number of participants**

We pass along the savings to the state!



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Frequently Asked Questions



- Can one company have more than one grant?
 - Yes.
- Can a training class have people from sites across the country?
 - Yes. When we prepare the Training Needs Analysis, we'll understand which states are involved and check the rules.
- Can people from Mexico participate in training?
 - Yes, but no grant funds can be used. They can attend training, buy the training material, and participate in a class with US Citizens.
- Can my existing training provider continue to train?
 - Only if they are on the state's approved provider list, and the training course is also approved.



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Frequently Asked Questions



- How can I get started?
 - Answer the following questions:
 - Have you done a Training Needs Analysis? (Do you know what training you need)
 - Identify the classes desired, expected duration, population, location, and timing
 - Contact The DESARA Group
- What is the up front cost of getting started?
 - The DESARA Group recommends having a Training Needs Analysis completed first. Depending upon the company, the minimum cost will be travel and expenses for the Training Needs Analysis team. In some cases, a consultant fee will be charged.
 - Contact The DESARA Group
- How soon can we start working together?
 - Today



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Frequently Asked Questions



- What percentage of your grants submitted got approved?
 - In eleven years, 98%. The few that got rejected were due to out of funds, or a bureaucratic problem with no chance of appeal.
- How much of the grant requested was approved?
 - Again, timing of when the grant is submitted is crucial. At the beginning of the quarter, the grant request is normally approved for the full (reasonable) amount. As funds reduce, the states often put in rules to spread the money out more, thus reducing the amount of the grant awarded.



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Getting Started (Company) Information Needed:



- Name of company
- DBA (Doing business as)
- Short paragraph of company products
- Place of Incorporation
- Where is headquarters located?
- Additional facilities?
- Headcount by facility
- Has Training Needs Analysis been done?
- Do you know what training you want?
- Has your company applied for a grant in the past?
 - If yes, provide details
- Identify company interface that we work with
- Suggested timeframe for training to start and end
- Compelling story: Why this training will be beneficial to employees and company



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Typical Management Information Requirements / Performance Outcome Information



- Local Workforce Investment Areas are required to track and report the following information regarding trainees and training activities:
- Names and SS#'s of trainees;
- Type(s) of training programs /courses taken by each individual; and
- Training completion information for each individual including the acquisition of a recognized certification, credential and/or other positive outcomes such as promotion/wage increase information).
- If applicable as part of the business training plan, the LWIA shall document and report the following outcome information:
- Number of trainees receiving job promotions;
- Number of trainees retaining jobs as a result of training program;
- Pre-wage and post-wage information by individual;
- Other jobs created as a result of training program; and
- Other economic benefits of the training program.



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Typical Management Information Requirements / Performance Outcome Information - Continued



- The LWIA must ensure completion of an “MBW Employer Survey” for each project. The survey must be completed by the employer and a copy forwarded by the LWIA to the DLLR within 30 days after the completion of training. The LWIA shall work with an authorized representative of the employer to complete the survey by one of three methods: by mail; electronically via www.dllr.state.md.us/employment/MBW.htm); or through a telephone interview.
- No subsequent training proposal will be approved for an existing MBW employer if there is a delinquent “MBW Employer Survey”.
- There may be an issue with individuals making over \$80,000 per year. We will need to know.



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Next Steps



- For a detailed discussion on how you can lower training costs for your company, set up an appointment!
- 2009 Grants release **October 1, 2009**
- **Grant applications for 2010 – start writing now!**



Example



- Training requested
 - AS9110 Lead Auditor Class
 - ISO14001 Lead Auditor Class
 - Gap Assessments
- Grant Application
 - Estimate of Grant Award, subject to approval by appropriate government agency → \$40,500.

**Total Training Costs:
\$45K**

Not including Travel & Living Expenses



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Q & A



Thank you very much



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