

RCCD Employment Training Panel (ETP)

State-funded, no-cost training for eligible California employers

2026 Program Information

What is ETP?

The Employment Training Panel (ETP) is a California state agency that funds job skills training for eligible employers.

RCCD receives funding through ETP to offer training at no cost to employers to upskill their staff. Companies contribute by keeping their employees on payroll during training.

Training is flexible, and can be delivered in person, or over a live video conferencing platform like Zoom.

How it works



Your company will

- Complete a 2-page ETP document for approval
- Identify training goals and preferred schedule
- Enroll eligible full-time employees
- Pay trainee wages during training
- Confirm employment and wages 90 days after training ends

RCCD will

- Handle ETP paperwork, enrollment, tracking, and reporting
- Coordinate trainers, materials, and scheduling
- Support documentation for the 90-day verification step

Who can participate?

Eligible employers typically

- Operate in California and report wages using a California Employer Account Number
- Pay Unemployment Insurance taxes, including the Employment Training Tax (ETT)
- Have one or more full-time employees
- Face out-of-state competition
- Often align with priority sectors such as manufacturing, distribution/logistics, and utilities

Eligible employees must

- Work full-time, 35 hours per week or more
- Be a California resident
- Complete at least 8 training hours (up to 200 hours per employee)
- Remain employed for at least 90 days after training
- Meet the post-retention wage minimum for the county of employment (overtime excluded)

Note: Director-level and above are generally ineligible unless the company qualifies as a small business (fewer than 100 employees in California and fewer than 250 employees worldwide).

ETP training menu

Training is delivered from RCCD's ETP-approved menu and can be customized to your operations. Key categories include Business Skills, Computer Skills, Continuous Improvement, Commercial Skills, Manufacturing Skills, OSHA Safety Training, and Literacy Skills.

Post-retention wage minimums (base hourly wage within 90 days after training)

San Bernardino, Riverside, Orange, and all other counties not listed	\$24.67 per hour
San Diego County	\$24.67 per hour
Los Angeles County	\$24.79 per hour
Contra Costa County	\$25.57 per hour
Alameda, Marin, San Mateo, Santa Clara, San Francisco counties	\$26.91 per hour

Employer-paid health benefits (medical, dental, vision), up to \$2.50 per hour, may be applied toward meeting the wage minimum when accepted by the trainee. RCCD confirms requirements and supports documentation.

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