

# WORK FORCE TRAINING PROGRAMS

State	Major Programs	Job Creation Requirements	For Expanding Companies?	For New Companies?	For Retention?	Funding Restrictions	Use Local Schools For Training?	Employer Costs/Awards Amount	Eligible Industries	Payout Schedule	Wage Requirements	Contact
Alabama	Alabama Industrial Training Program	Flexible	Yes	Yes	Yes	Direct training costs	Flexible	No cost to the employer	Manufacturing, warehouse and distribution, services	N/A	Flexible	Ed Castile, (334) 242-4158; fax: (334) 242-0299; Web: <a href="http://www.aidt.edu">www.aidt.edu</a>
Alaska	University of Alaska Corporate Programs	Flexible	Yes	Yes	Yes	Direct training costs	Yes	Flexible by agreement	All	Negotiable	Market-driven/variable	Joyce Helens, Exec. Director, (907) 786-6949; fax: (907) 786-1181
Arizona	Arizona Job Training Program	Flexible	Yes	Yes	Yes	For training only	Flexible	Company pays 25%/award varies	All industries	Quarterly	Must meet average county wage	Paula Burnam, (602) 771-1181; fax: (602) 771-1205
Arkansas	Customized Training Incentives	FT jobs	Yes	Yes	As part of expansion	Direct training costs	Yes	Flexible, based on agreement	Basic industries	Based on agreement	Varies	Steve Sparks, (501) 682-1179; fax: (501) 682-1188
California	Employment Training Panel	FT jobs	Yes	Yes	Yes	Direct training and other costs as approved	Yes	Negotiable	Basic industries	Flexible	Varies	Employment Training Panel, Barry Worthington, (916) 327-5262; fax: (916) 327-5280
Colorado	Colorado FIRST	FT jobs	Yes	Yes	As part of expansion	For training only	Flexible	Varies	Basic industries	Based on agreement	\$7 per hour rural, \$8.50 per hour urban	Office of E.D., Pete Roskopf, (303) 892-3840; fax: (303) 892-3848; e-mail: <a href="mailto:peter.roskopf@state.co.us">peter.roskopf@state.co.us</a>
Connecticut	Existing Industry Customized Training Program Grant	FT jobs	Yes	Yes	Yes	For training only	Flexible	Varies	Basic industries	Based on agreement	\$7 per hour rural, \$8.50 per hour urban	Connecticut Business Response Center, (800) 392-2122; fax: (860) 721-8511
Connecticut	Job Training and Employer Services/Incentives	Flexible	Yes	Yes	Yes	Training-related and ancillary expenses	All	Varies; grants, loans and loan forgiveness provisions	All industries	Upon completion of training	Flexible	
Delaware	Blue Collar Training Funds	FT jobs	Yes	Yes	Yes	Direct training, plus additional concepts	Flexible	Negotiable	All industries, services, no retail	Based on agreement	\$7/hour min., plus benefits	Del. Econ. Dev. Office, Work Force Dev., (302) 739-4271; e-mail: <a href="mailto:winfo@state.de.us">winfo@state.de.us</a>
Delaware	IT Training Funds	FT jobs	Yes	Yes	Yes	Direct training costs	Flexible	Negotiable	Basic and select	Based on agreement	Negotiable	
Florida	Quick Response Training Program	New: no minimum; exp: min. of 10% of existing work force	Yes	Yes	As part of expansion	Direct training costs	When possible	Negotiable	Targeted industries	Monthly, on cost	115% of local or state wage reimbursement basis	Workforce Florida Inc., Debbie McMullen, (850) 921-1119; fax: (850) 921-1101; Web: <a href="http://www.workforceflorida.com">www.workforceflorida.com</a>
Florida	Incumbent Worker Training Program/Employed Worker Training	None, for existing employees only	Yes	No	As part of expansion	Direct training costs	Flexible	Negotiable	Targeted industries reimbursement basis	Monthly, on cost	Flexible	Workforce Florida Inc., Catherine Kennedy, (850) 921-1119; fax: (850) 921-1101; Web: <a href="http://www.workforceflorida.com">www.workforceflorida.com</a>
Georgia	Quick Start	FT permanent jobs	Yes	Yes	Yes	No cost to employer	Flexible	No cost to employer	Manufacturing, services, warehouse & distribution	N/A	Flexible	Mike Grundmann, (404) 679-2922; fax: (404) 679-1710
Hawaii	Employment and Training Fund Program	Employer pays 50% of cost of assistance	Yes	Yes	Yes	\$100,000 max. for one year <sup>1</sup>	Yes	Avg. amt. \$100,000	All industries	On a cost reimbursement basis	No minimum	ETF Program, (808) 586-9267; fax: (808) 586-2377
Hawaii	Millennium Workforce Dev. Training	Employer pays 50% of cost of assistance	Yes	Yes	Yes	Varies	Yes	Avg. amt. \$50,000	Biotechnology, IT, environ. science & tech., health care tech., telecom	Negotiable	No minimum	Millennium Workforce Development Division (808) 586-9313
Idaho	Workforce Dev. Training Fund	5 FT jobs	Yes	Yes	Yes	For training only	Yes	Up to \$2,000 per employee, company matches 25%	Basic industries	As billed	\$6.00 per hour w/employer-assisted benefits	Dept. of Labor, Larry Hertling, (208) 332-3570, ext. 3311; fax: (208) 332-7417
Illinois	Employer Training Investment Program	Flexible	Yes	Yes	As part of expansion	Reimburse up to 50% of training	Yes	Employer pays 50%	Basic industries	Based on agreement	Flexible	Robert Bailey, (217) 785-6248; fax: (217) 558-6971
Indiana	TECH Fund	Flexible, FT jobs	Yes	No	Yes	For information technology certification only	Flexible	Maximum grant of \$50,000 or \$2,500 per employee <sup>2</sup>	Basic, high-tech, biomed, HQ, IT, non-profit	Reimbursement schedule	Flexible	Indiana Business Development, (317) 232-8888; fax: (317) 232-4146
Indiana	Advance Indiana Skills Enhancement Fund	Flexible, incumbent workers only	Yes	No	Yes	For industry-recognized credential	When possible	Maximum amount \$200,000	Varies	Pay points	Flexible	Indiana Dept. Workforce Development, (317) 233-5514; fax: (317) 233-6128
Indiana		Flexible, FT permanent jobs, Ind. residents	Yes	Yes	Does not have to be an expansion <sup>3</sup>	\$200,000 max. for retraining workers <sup>4</sup>	Flexible	Employer must provide a minimum of 50%	Mfg., distribution, reg. headquarters	Scheduled net allotments	Flexible	Indiana Business Development, (317) 232-0160; fax: (317) 232-4146
Iowa	New Jobs Training Program (260E)	Flexible	Yes	Yes	No	Direct training costs	15 Community Colleges	No cost to employer	Basic industries	Flexible	Flexible	Dept. of Econ. Dev., (515) 242-4867; fax: (515) 242-4776
Iowa	Iowa Jobs Training Program (260F)	Flexible	Yes	No	No	Direct training costs	15 Community Colleges	Employer pays at least 25% if award exceeds \$4,999	Basic industries	Flexible	At or above regional/county avg. wage rate	Dept. of Econ. Dev., (515) 242-4867; fax: (515) 242-4776
Kansas	Kansas Ind. Training (KIT)	1 new job	Yes	Yes	No	Direct training costs	Flexible	Maximum of \$2,000 per trainee	Basic industries	Flexible	\$11/hour metro; \$9.50/hour rural	Department of Commerce, (785) 296-0607; e-mail: <a href="mailto:kitkir@kansasccommerce.com">kitkir@kansasccommerce.com</a>
Kansas	Kansas Ind. Retraining (KIR)	1 existing job	Yes	No	Yes	Direct training costs	Flexible	Maximum of \$2,000 per trainee	Basic industries	Flexible	\$11/hour metro; \$9.50/hour rural	Department of Commerce, (785) 296-0607; e-mail: <a href="mailto:kitkir@kansasccommerce.com">kitkir@kansasccommerce.com</a>
Kansas	Invest. in Major Project and Comp. Training	Typically, 100-plus	Yes	Yes	Yes	Direct training costs	Flexible	Varies	Basic industries	Quarterly	\$11/hour metro; \$9.50/hour rural	Department of Commerce, (785) 296-0607; e-mail: <a href="mailto:impact@kansasccommerce.com">impact@kansasccommerce.com</a>
Kentucky	Cabinet for Econ. Dev., Bluegrass State Skills Corp.	FT jobs	Yes	Yes	Yes	Direct training costs	Flexible	Company can recover up to 50% of eligible costs	Manufacturing, distribution, HQ, non-profit, public hospitals	Quarterly	\$8 per hour	Bluegrass State Skills, (502) 564-2021; fax: (502) 564-4669
Louisiana	Workforce Dev. & Training Program	Flexible	Yes	Yes	Yes	Direct training costs	When possible	Varies	Basic and targeted industries	Two-year schedule	Variable	Louisiana Economic Development, (225) 342-3000; fax: (225) 342-5389
Maine	Quality Centers Program	8 FT jobs	Yes	Yes	As part of expansion	Direct training costs, plus recruitment	Yes	No cost to employer	All industries	Negotiable, if applicable	Competitive wages, plus benefits	Maine Qual. Centers, (207) 767-5210; fax: (207) 767-2542
Maine	Governors Training Initiative	FT jobs	Yes	Yes	Yes	Direct training costs	Yes	Employer contribution required	All industries	As invoiced	85% of avg. wage in area	
Maryland	Maryland Ind. Training Program (MITP)	FT jobs	Yes	Yes	As part of location or expansion	Direct training costs	Yes	Employer pays 50%	Basic industries, high-tech, others negotiable	Flexible	150% of min. wage	Maryland Business and E.D., (410) 767-0511; fax: (410) 333-1836
Massachusetts	The Partnership for Work Force Quality (PWQ)	FT jobs	Yes	Yes	Yes	Direct training costs	Yes	Negotiable	Manufacturing, technology	Flexible	Flexible	
Massachusetts	Workforce Training Fund	Flexible	Yes	Yes	Yes	Direct training costs, no trainee wages	Yes	Up to \$250,000 per grant <sup>5</sup>	All industries	4x during grant period	None	Jane Edmonds, (617) 727-8573; fax: (617) 727-1090
Michigan	ED Job Training Program	Flexible	Yes	Yes	Yes	Direct training costs	Yes	Employer pays 30% match	Basic industries, life sciences, IT	Payment goes to training provider	Industry average	Michigan Econ. Dev. Corp., (517) 373-9808
Minnesota	Job Skills Partnership Program	FT jobs preferred	Yes	Yes	Yes	Direct training costs	Yes, required	1 to 1 cash or in-kind match, award amount varies	All industries	3x a year to educational institutions	140% of minimum wage	Minnesota Job Skills, Paul Moe, (800) 657-3858; fax: (651) 215-3842; e-mail: <a href="mailto:paul.moe@state.mn.us">paul.moe@state.mn.us</a>
Mississippi	Workforce Education Program	No minimum	Yes	Yes	Yes	No wages for trainees	Yes	Negotiable	All Industries; no gaming	Monthly	No minimum	Mississippi Workforce Education Program, Dexter Holloway, Director, (601) 432-6481, fax: (601) 432-6365, e-mail <a href="mailto:etraining@mississippi.org">etraining@mississippi.org</a>
Missouri	Customized Training Program	Permanent FT jobs	Yes	Yes	Yes	For new jobs: up to 50% wage reimbursement. <sup>6</sup>	Yes	Negotiable	Targeted industries	On a reimbursement schedule	Must meet prevailing local wages	Missouri Dept. of E.D., Div. of WF Dev., Rod Nunn, Director, (573) 751-3949; fax: (573) 751-8162
Missouri	Comm. Colleges New Job Training Program	Substantial number of new jobs	Yes	Yes	No	Occupational skills training, OJT and adult basic education	Yes	Case-by-case	Targeted industries	As costs are incurred	Must meet prevailing local wages	
Montana	Commerce Job Training Grants	\$5,000 per new job	Yes	Yes	Yes	Match required	Yes	\$5,000 per job	All businesses	Flexible	\$11.81 hour minimum	Montana Dept. of Commerce, Karyl Tobel, (406) 841-2733; fax: (406) 841-2731
Montana	Workforce Investment Act	N/A	Yes	Yes	Yes	Yes	Yes	Case-by-case	Growth industries	N/A	Must meet prevailing local wages	Montana State Workforce Programs Bureau, (406) 444-2416
Nebraska	Customized Job Training Program	FT jobs	Yes	Yes	Yes	Negotiable	Yes	Negotiable	Basic industries, mfg., warehousing and distribution, services	Flexible	Must meet prevailing local wages	Dept. of ED, Lori Shaal, Job Training Coord., (402) 471-3780; fax: (402) 471-3365
Nevada	Train Employees Now	10 new FT jobs	Yes	Yes	As part of expansion	Funding allocated to local comm. colleges	Yes	State pays up to 75%; cap of \$1,000 per worker	Manufacturing, high-tech, warehousing and distribution, HQ, call centers	N/A	Must exceed 80% of state avg. hour wage	NV Commission on ED, (775) 687-4325; fax: (775) 687-4450
New Hampshire	Customized Training, Incumbent Training <sup>7</sup>	FT jobs	Yes	Yes	As part of expansion	Direct training costs, screening and skills assessment	Yes	1-to-1 cash match up to \$50,000 per company	Basic industries	Flexible; case-by-case	Flexible	NH Work Force Opportunity Council, Work Force Dev. Unit, (603) 228-9500; fax: (603) 228-8557
New Jersey	Customized Training Program	FT jobs	Yes	Yes	Yes	Direct training costs	Yes	Up to 50% paid by employer	Basic industries	Flexible	Flexible	Dept. of Labor, (609) 777-0885; fax: (609) 292-0082
New Mexico	Job Training Incentive Program	FT/PT jobs <sup>8</sup>	Yes	Yes	As part of expansion	Direct training costs, plus a portion of wages	Yes, flexible	Company reimbursed up to 65% of wage rate	Manufacturers and non-retail service exporters	Reimbursement upon completion	Flexible	Therese Varela, (505)827-0323; Web: <a href="http://www.nmtraining.com">www.nmtraining.com</a>
New York	JOBS Now	300-plus jobs	Yes	Yes	As part of expansion	N/A	Flexible	50% match by employer	Basic industries	Cost reimbursement	None	Empire State Development, (800) 782-8369, fax: (212) 803-3625
New York	Economic Development Fund	New or retained	Yes	Yes	Yes	Up to 50% of eligible training costs	Flexible	Up to 50%; case-by-case linked to job retention/creation	Basic industries	Cost reimbursement	None	
North Carolina	Quality Jobs & Bus. Expansion Act	5 FT jobs	Yes	Yes	As part of expansion	Direct training costs	Yes	Flexible	SIC 2011-3999, other industries	Yearly	At least avg. weekly wage of county	N.C. Dept. of Commerce, (919) 733-4151; fax: (919) 715-5297
North Carolina	Focused Industrial Training Program	Case-by-case basis	Yes	Yes	As part of expansion	Case-by-case basis	Yes	Varies	Manufacturing	Case-by-case	N/A	
North Carolina	New and Expanding Industry Training Program	12-plus FT jobs	Yes	Yes	As part of expansion	Case-by-case basis	Yes, flexible	Varies	Manufacturing, IT	Cost reimbursement	None	
North Dakota	Workforce 2000	N/A	Yes	Yes	Yes	Third-party direct training costs only	Yes	Negotiable	All industries	Cost reimbursement	Target is 200% of federal minimum wage	Job Services, Maren Daley, (701) 328-3358; fax: (701) 328-4894
North Dakota	North Dakota New Jobs Training Program	Existing co.: 1 new co.	Yes	Yes	No	None	Yes	Based on entry wage of new positions	Primary sector	Cost reimbursement	\$7.50/hour after first year, plus benefits	
Ohio	Investment in Training Program	FT permanent jobs	Yes	Yes	As part of expansion	Eligible training costs	Flexible	Negotiable up to 50% of training	Manufacturing, distribution, expanding high-growth service	Flexible	Flexible	Glenda Williamson, (614) 466-4155; fax: (614) 728-9135
Oklahoma	Training for Industry Program (TIP)	New FT jobs, with benefits	Yes	Yes	As part of expansion	Direct training costs	Yes	No cost to employer, wages not included	Mfg., warehouse/distribution, HQ, business services	Cost reimbursement	Flexible	Oklahoma Dept. of CareerTech, Phil Berkenbile, (405) 377-2000; fax: (405) 743-5541; e-mail: <a href="mailto:pberk@okcareertech.org">pberk@okcareertech.org</a> ; Web: <a href="http://www.okcareertech.org">www.okcareertech.org</a>
Oklahoma	Training for Existing Industry	For existing employees	N/A	N/A	Yes	Direct training costs	Flexible	No cost to employer, wages not included	Mfg., warehouse/distribution, HQ, business services	Based on performance	Flexible	

**Notes:** <sup>1</sup> Higher amounts for funding and longer time periods may be sought <sup>2</sup> Whichever is less during 2-year period <sup>3</sup> Can be for retention but requires a capital investment <sup>4</sup> Or up to 50%; whichever is less <sup>5</sup> 50% employer cash/in-kind match <sup>6</sup> For new/existing instruction, curriculum, materials <sup>7</sup> Or Customized Comm. Technical College System <sup>8</sup> PT jobs can only be 10% of total new jobs

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<b>Oklahoma</b>	Safety and Health Training	For existing employees	N/A	N/A	Yes	Schools reimbursed \$25/class hour	Yes	No or low cost to employer	All	Quarterly	Flexible	Oklahoma Dept. of CareerTech, Phil Berkenbile, (405) 377-2000; fax: (405) 743-5541; e-mail: pberk@okcareertech.org; Web: <a href="http://www.okcareertech.org">www.okcareertech.org</a>
<b>Oregon</b>	Department of Comm. Colleges & Workforce Dev.	FT Jobs	Yes	Yes	Yes	Direct training costs	Yes	State pays 50%	Sector-traded industries	Flexible	Flexible	Cam Preus-Braly, (503) 986-0123, fax: (503) 581-5115
<b>Pennsylvania</b>	Customized Job Training Program	FT jobs	Yes	Yes	Yes	Direct training costs	Yes	Flexible—25% match required	Basic industries, technology and biotech	Annually	150% of federal min. wage	Pa. Dept. of Community & Econ. Dev., Sheri Bushey, (717) 787-4147; fax: (717) 705-1661
	Guaranteed Free Training (GFT)	FT jobs	Yes	Yes	Yes	Basic skills and tech training	Yes	Cap of \$450 or up to \$700 per worker	Basic industries, technology and biotech	Annually	150% of federal min. wage	
	Workforce Leadership Grants	None	No	No	No	No	For education programs	N/A	Biotech/life sciences/IT, adv. mfg./materials	Grant program	None	Pa. Dept. of Community & Econ. Dev., Sheri Bushey, (717) 787-4147; fax: (717) 705-1661
<b>Rhode Island</b>	Job Creation Grant Program	New FT jobs	Yes	Yes	Yes	Direct training costs, including trainee wages	Yes	Up to 50% of training costs, max. \$5,000 per employee	Basic industries, no retail	Quarterly reimbursement	At least 150% of state min. wage	R.I. Econ. Dev. Corp., Paul Harden, (401) 222-2601; fax: (401) 222-2102; e-mail: pharden@riedc.com
	Excellence Through Training Grant	N/A	Yes	No	Yes	Direct training costs	Yes	Up to 50% of training costs	Basic industries	Reimbursement upon completion of training	Flexible	
	Employee Investment Grant Program	FT jobs	Yes	No	Yes	Direct training costs	Yes	Up to 50% of training costs	Basic industries	Reimbursement upon completion of training	Flexible,	
<b>South Carolina</b>	Center for Accelerated Tech. Training	FT jobs	Yes	Yes	Yes	Direct training costs, recruitment, assessment	Yes	Negotiable	Basic industries	Flexible	Flexible	(803) 896-5334; fax: (803) 896-5281; Web: <a href="http://www.cattsc.com">www.cattsc.com</a>
<b>South Dakota</b>	Workforce Dev. Program	FT jobs	Yes	Yes	Yes	Direct training costs	Flexible	Up to 50% of training cost	Basic industries	Flexible	Flexible	S.D. WF Dev. Program, (605) 773-5032; fax: (605) 773-3256
<b>Tennessee</b>	Industrial Training Service	FT jobs	Yes	Yes	Yes	Direct training costs	Yes	Negotiable	Basic industries	Flexible	Flexible	Tenn. Dept. of Econ. Dev., Matthew Kerber, (615) 741-1888; fax: (615) 741-7306
<b>Texas</b>	Skills Development Fund	Permanent FT/PT	Yes	Yes	Yes	Direct training costs	No cost to employer, wages not included	All	All	Must meet prevailing local wages	Must meet prevailing local wages	Texas Workforce Commission, Larry Temple, (512) 463-0735, e-mail: larry.temple@twc.state.tx.us
	Self-Sufficiency Fund	Permanent FT/PT	Yes	Yes	Yes	Direct training costs	No cost to employer, wages not included	All	All	Performance-based	Flexible	
<b>Utah</b>	Custom Fit Training Program	FT jobs	Yes	Yes	Yes	Direct training costs	Yes	\$500 cap per employee	All industries	Performance-based	Local minimum qualifying wage/benefit per hour rate	Utah College of Applied Technology, Bob Stevens, (801) 957-5230; e-mail: bob.stevens@slcc.edu
<b>Vermont</b>	Vermont Training Program	FT jobs	Yes	Yes	Yes	Direct training costs, up to 50% of trainees wages	Yes	Not to exceed 50% of training costs	Manufacturing, computer technology, telecommunications	Monthly	New: Min. of 150% of fed. min. wage, + benefits; Incumbent: 175% of fed. min. wage + benefits	Dept. of E.D., Phil Fagan, (802) 828-5235, fax: (802) 828-3258; e-mail: Phil@thinkvermont.com
<b>Virginia</b>	Workforce Services	Full-time net new jobs	Yes	Yes	Yes	Direct recruiting and training costs	Yes	Negotiable	Businesses that create basic employment	Based on agreement	\$8/hour + benefits	Dept. of Workforce Services, (804) 371-8120, fax: (804) 371-8137, Web: <a href="http://www.dba.state.va.us">www.dba.state.va.us</a>
<b>Washington</b>	Job Skills Program	FT jobs	Yes	Yes	Yes	Direct training and other costs as approved	Yes	State pays up to 50%	Basic industries and selected others	Flexible	Flexible	Washington Community & Technical College Board, Jim Crabbe, (360) 704-4333, e-mail: jcrabbe@sbctc.ctc.edu
<b>West Virginia</b>	Governors Guaranteed Workforce Program	New co.: 10 new FT jobs within 1 year; No requirement for existing companies	Yes	Yes	Yes	Direct training costs, up to \$1,000 per employee	Yes	Up to \$1,000 per worker	Basic Industries	Monthly reimbursement schedule	Flexible	West Virginia Dev. Office, (304) 558-2234; fax: (304) 558-0449
<b>Wisconsin</b>	Customized Labor Training Program	FT jobs	Yes	Yes	Yes	Direct training costs, plus trainees wages	Yes	Employer pays 50% up to \$2,500 per employee	Basic industries	Flexible	Flexible	Forward Wisconsin, Jan Alf, (608) 261-2500, fax: (608) 261-2518
<b>Wyoming</b>	Work Force Development Training Fund	FT jobs/pro-rated for PT	Yes	Yes	Yes	Direct training costs	Yes	Variable cost to employer	Basic industries	Two-payment reimbursement schedule	Either 75% of county or industry avg. hourly wage	Wyoming Work Force Dev. Training, Pamela Downing, (307) 777-8650, fax: (307) 235-3293