

BBI RESOURCES

A publication of the Burton Blatt Institute (BBI) at Syracuse University

**Demand-Side Employment Placement Models
Workforce Development Resources
State & Federal Funding Opportunities for Employers**

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Burton Blatt Institute
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Workforce Development Resources: State & Federal Funding Opportunities for Employers

Federal

- United States Department of Labor:
 - o The Employment and Training Administration provides a searchable list of grants employers can apply for and instructions on how to do so. This site also lists past grants awarded to employers
- Workforce Investment Boards:
 - o This directory, hosted by Career One-Stop, provides links to a range of state and local Workforce Investment Boards (WIBs). The regional and local boards often sponsor grant programs to support employer-sponsored training, and some include funding specifically to support employment of people with disabilities.

Alabama

- Alabama Department of Economic and Community Affairs:
 - o Incumbent Worker Training Program provides funding assistance for Alabama companies to help cover costs associated with skills upgrade training for fulltime, permanent company employees

Alaska

- Alaska Department of Labor and Workforce Development:
 - o State Training and Employment Program (STEP) has funding available for grants to provide or improve access to job training and employment assistance services, including registered apprenticeship programs Priority industries: Health Care, Construction, Information Technology, Education, Natural Resource
- Alaska Job Center Network:
 - o Employers can develop their workforce by contacting the community Workforce Board. Options vary depending upon your location.
 - o Alaska's Job Centers across the state have a number of programs to help employers develop a skilled workforce. From time to time the Division also offers specialized funding to help employers with specific workforce development needs.

Arizona

- Arizona Department of Commerce:
 - o Arizona Job Training Program: The Incumbent Program can reimburse employers up to a maximum of 50% of allowable training costs. To meet the budget shortfall, this program is currently on hold until further notice

Arkansas

- Workforce and Economic Division of Gateway Technical College:
 - o Employer Training Assistance Program for Manufacturing grant pays up to 75% of the fees for tuition, books, software, supplies, and online courses for specific manufacturing skills training

- Arkansas Economic Development Commission:
 - o Existing Workforce Training Program will pay for upgrading the skills of the existing workforce.
 - o Business and Industry Training Program: provides training assistance for existing businesses with new technology needs

California

- California Employment Development Department:
 - o Workforce Development Solicitations for Proposals (SFP) are periodic grants available to support various areas of workforce development, including training
- California Employment Training Panel:
 - o California Energy Commission (CEC)'s Employment Training Fund (ETF) provides funding for employers engaging in workforce development/training activities
 - o Special Employment Training Projects: Funding for training populations with multiple barriers to employment, including disability-based barriers.

Colorado

- Office of Economic Development and International Trade:
 - o Colorado FIRST provides a maximum grant of \$800/employee for companies that are relocating to Colorado or existing companies that are undertaking a major expansion.
 - o Existing Industry Customized Training Programs: for companies that are implementing new technology or re-training workers in new skills.

Connecticut

- Business and Industry Association:
 - o Administers grants from federal and other sources, to support employer-sponsored training.
- Department of Labor, On-The-Job Training Grants:
 - o Training grants to support training new employees, from a pool of available unemployed workers covered under the Trade Adjustment Assistance Act. The Act supports employment for workers who have become unemployed in industries hurt by international trade and competition, and need to transition into new fields.
- Workforce Investment Boards:
 - o Regional and local boards provide grants to employers in a variety of areas, including funding for training.

Delaware

- Economic Development Office (DED0):
 - o Blue Collar Training Grants: funding available for customized training programs provided by Delaware businesses for upgrading skills of existing employees and/or retaining incumbent employees
 - o Delaware Strategic Fund: funding may be available as grants for employers that use training to "maintain, diversify, or expand" business or industry

Florida

- Workforce Florida, Inc:
 - o Incumbent Worker Training provides customized reimbursable training for for-profit businesses throughout Florida.
 - o Employed Worker Training Grants: Up to 50% of direct training costs are reimbursed by Workforce Central Florida

Georgia

- Technical College System of Georgia:
 - o Quick Start Program provides free training to existing businesses and employers wanting to increase their technological development.
- Georgia Work Ready:
 - o Incumbent Worker Training Grants reimburse employers' training costs for any type of training of the company's choice.

Hawaii

- Department of Labor and Industrial Relations Workforce Development Division:
 - o Employment and Training Fund (ETF) Grant ("Macro") Program: provides grants for existing employers who develop and provide "cutting edge" training programs for existing employees.
 - o Employment and Training Fund (ETF) Grant ("Micro") Program: funding available for 50% of the cost of training for each employee referred by his/her employer to an approved training provider; training available in business, computer skills, health, management, medical training, and soft skills.
 - o The Hawaiian government might be suspending funds for these grants.
- Workforce Development Council:
 - o Hawaii Clean Energy Initiative Sector Training Grants are available for employers (and others) that undertake a "substantial investment" in training for employees that need updated skills in energy occupations

Idaho

- Workforce Development Training Fund, Department of Labor:
 - o Customized Training: grants provided for up to 50% of business training expenses (maximum of \$2,000) necessary to retain an existing employee

Illinois

- Department of Commerce and Economic Opportunity:
 - o Employer Training Investment Program (ETIP) grants can reimburse individual companies up to 50% of the cost of training their employees.
 - o Job Training and Economic Development (JTED) Grant Opportunity: Trains low wage and/or disadvantaged workers in partnership with community based organizations.

Indiana

- Indiana Department of Workforce Development:

- Indiana Skills Enhancement Fund (SEF): provides reimbursement funding to new and expanding companies that train workers, up to 50% of all eligible training programs that maintain existing jobs and invest capital in Indiana
- Indiana Development Economic Corporation:
 - Technology Enhancement Certification for Hoosiers (TECH): provides grants to existing companies that train incumbent workers in information technology skills

Iowa

- Iowa Workforce Development:
 - Layoff Aversion Project Business Engagement and Worker Training: provides funds to employers who train incumbent workers that they have determined need training to avoid layoffs, upgrade workers skills, increase wages, and/or keep the employer competitive

Kansas

- Kansas Department of Commerce:
 - Kansas Industrial Training Grant (KIT): Designed to help new and expanding companies offset the costs of training workers for new jobs. The grant pays for trainer wages/training expenses,
 - Kansas Industrial Retraining Grant (KIR): Designed to assist companies who are restructuring business operations or retraining existing workers. Companies must match funds dollar for dollar and show that employees trained are likely to be displaced because of obsolete or inadequate job skills and knowledge.
 - Registered Apprenticeship: Grant funds available for partial/full reimbursements of related technical instruction costs in energy and advanced manufacturing industries. Can be utilized as a retention tool for new or existing employees.
 - Incumbent Worker Training Program: Provides grants funded by the Federal Workforce Investment Act to employers to assist with certain expenses associated with skills upgrade training for full-time employees of the company.

Kentucky

- Kentucky Cabinet for Economic Development Bluegrass State Skills Corporation (BDDC):
 - The Grant-in-Aid Program administers industry-specific training efforts through grants approved by the BSSC Board of Directors to facilitate and fund new training programs. The BSSC has the following programs available to meet a company's workforce training needs: Competitive Grant-in-Aid (GIA) and; Competitive Grant-in-Aid (Consortia). Maximum funding by the number of employees is \$25,000 (1-499) and \$50,000 (500 plus). The Consortia maximum is \$75,000.

Louisiana

- Louisiana Workforce Commission:
 - The Incumbent Worker Training Program (IWTP) Customized Training is designed to benefit business and industry by assisting in the skill development of existing employees and in the retention of jobs that otherwise may have been eliminated.

Businesses must have been in the state for at least three years, and must have at least 15 employees to be trained.

- Small Business Employee Training (SBET) Program: is designed to benefit business and industry by assisting in the skill development of existing employees with fifty or fewer employees through individual, standardized (off-the shelf) training in a labor demand occupations. Employers are reimbursed for tuition and required textbooks and manuals up to \$3000 per trainee once the training has been completed.

Maine

- Maine Department of Labor:
 - Governor's Training Initiative (GTI) provides grants to private sector employers for training current employees using "innovative, non-routine training" where certain eligibility requirements are satisfied: (<http://www.mainecareercenter.com/GTI/>)

Maryland

- Baltimore County Department of Economic Development:
 - Maryland Industrial Training Program (MITP) addresses the need for industrial training assistance programs to retain or assist in the expansion of existing industries. It provides training assistance to companies that are either newly locating to the state or are expanding current employment. The program provides grant assistance to reimburse companies for costs associated with new workforce development and training activities.
 - Partnership for Workforce Quality (PWQ): provides matching skill upgrade training grants and support services targeted to improve the competitive position of small and midsize manufacturing and technology companies. PWQ matching grants are made directly to companies as well as through a number of manufacturing, software industry, and ISO 9000 consortia programs.
 - Eligibility Criteria for MITP and PWQ: Maryland companies that operate under the provision of Maryland law in both the for-profit and non-profit private sector employers. Priority focus areas include businesses with 50 employees or less.

Massachusetts

- Labor and Workforce Department:
 - Workforce Training Fund Grants: Three types of grants are offered under the program to train current and newly hired employees. Express – available only to small businesses (less than 50 employees); General – available to employers, employer organizations, labor organizations, and employer training providers; HITG – limited grant amounts available to all businesses)
- Massachusetts Workforce Board Association:
 - Workforce Competitiveness Fund: Provides funding for training to "critical industry sectors".

Michigan

- Livingston County Workforce Development Council, Michigan Works Program:

- Incumbent Worker Training Grants target specific employers or industries that need to upgrade the skills of their existing workforce. Customized training requires a 50% match.

Minnesota

- Department of Employment and Economic Development:
 - The Special Incumbent Worker Training Program focuses on providing opportunities for existing workers to gain new skills that businesses and industries are demanding. Due to funding restrictions, this program is not currently available.
 - The Partnership Program focuses on providing training for both new and existing employees of participating businesses.
 - The Pathways Program focuses on providing training and career paths for people who have incomes at or below 200 percent of the federal poverty guidelines.
 - The Low-Income Worker Training Program focuses helps workers whose incomes are at or below 200 percent of the federal poverty guidelines gain new skills necessary to move up the career ladder to higher paying jobs.
 - Healthcare and Human Services Training Program focuses on providing training for both new and existing employees of participating businesses.

Mississippi

- Mississippi Development Authority:
 - Workforce Enhancement Training Fund Customized Training grant provides funds to employers that seek customized training for its existing workforce
 - Workforce Enhancement Training Fund Industry-Based Training reimburses employers up to \$35 per hour of training unavailable to the employer at Mississippi Community Colleges.

Missouri

- Department of Economic Development:
 - Customized Training Program: Funds available to train incumbent workers where a business has needs as a result of "substantial capital investment"
- Missouri Community College Job Retention Training Program
 - Provides funding for specialized training, basic adult education, on-the-job training, or occupational skill training
 - Application restricted to manufacturing, processing, assembling, or research and development companies that can verify that jobs are at risk

Montana

- Department of Labor & Industry, Workforce Services Division:
 - Incumbent Worker Training Program: Funding available for small business training existing employees.
- Department of Commerce
 - Primary Sector Workforce Training Grant Program provides grant funding up to \$5,000/employee to targeted businesses training incumbent full-time employees.

- Community Development Block Grant Customized Training Program: Funding may be available for training existing employees if the business is expanding

Nebraska

- Department of Economic Development:
 - Nebraska Customized Training Grant Program provides funds primarily to business that sell to non-Nebraska markets, for training full-time employees
- Nebraska Department of Labor:
 - Nebraska Worker Training Program: Provides training grants to any for-profit Nebraska business.

Nevada

- Nevada Department of Employment, Training, & Rehabilitation, Employment Security Division:
 - Career Enhancement Program (CEP): Employers providing on-the-job training opportunities receive financial assistance to help defray training costs

New Hampshire

- Workforce Opportunity Council, Inc.:
 - New Hampshire Job Training Fund provides grants to private businesses who train employees (primarily at local community colleges) in many substantive areas.

New Jersey

- Department of Labor & Workforce Development:
 - Customized Training Program grants: General training grants to allow employers to invest in skills development for New Jersey employees.
- New Jersey Taking Care of Business:
 - Workforce Training Grants: Available to employers to support occupational safety and health training, basic literacy skills, and customized trainings for more advanced skills

New Mexico

- New Mexico Economic Development Department:
 - Job Training Incentive Program (JTIP) funds 50 to 70 percent of classroom and on-the-job-training for newly created jobs in expanding or relocating businesses for up to six months.

New York

- New York State Department of Labor, Economic Development Services:
 - Federal Bonding Program: Provides fidelity bonding to employers who hire at-risk workers. The program will pay for fidelity bonding for the first six months of employment.
 - On the Job Training/National Emergency Grant (OJT/NEG): Encourages businesses to hire workers who have been unemployed and dislocated. Pays up to 90% of training costs.

- Work Opportunity Tax Credit: Provides tax credits who hire people in specific targeted groups such as veterans and ex-felons.
- Workers with Disabilities Tax Credit: Gives employers \$2,100 for every person with a disability they hire.
- NY Youth Works: Provides tax credits for employees who hire unemployed, disadvantaged youth. Allows youths to earn up to \$900 toward the cost of training with a NY Youth Works provider. Awards up to \$300,000 to placement/training providers.

North Carolina

- North Carolina Department of Commerce:
 - Incumbent Workforce Development Program: Funding available for customized incumbent worker training programs.
- North Carolina Community Colleges:
 - Customized Training Programs Funds available to eligible business for training delivered at North Carolina Community Colleges.

North Dakota

- North Dakota Department of Commerce, Division of Economic Development & Finance:
 - Workforce 20/20: Grants available to businesses that offer job and basic skills training to its current employees in two areas: technological training or new work methods.
 - Workforce Enhancement Grant provides financial incentives for employers and training providers that give customized training to current North Dakota business employees

Ohio

- Department of Development:
 - Ohio Workforce Guarantee Program (OWG): Provides financial support to Ohio employers for training by the company or a private training provider

Oklahoma

- Oklahoma Department of Commerce:
 - Oklahoma Opportunity Fund is available to employers to fund employee training to maintain existing jobs.

Oregon

- Worksource Oregon, Governor's Workforce Training Fund:
 - Regional Training Funds: Grants provided for incumbent worker training by private sector businesses with funding priority is given to employers that train incumbent employees in one or more emphasis areas

Pennsylvania

- Customized Job Training (CJT) grants support up to 75% of specialized job training for PA employees.

- Guaranteed Free Training Program funds basic skills training or advanced information technology training or advanced applied manufacturing subjects for employees of new or expanding businesses
- Opportunity Grant Program: A job preservation program that supports multiple business expenses, including job training
- Pennsylvania Department of Labor and Industry:
 - The Independence Capital Access Network Fund: funds a variety of employer expenses related to employing people with disabilities, including specialized training.

Rhode Island

- Governor's Workforce Board of Rhode Island Grant Awards:
 - Adult Education Innovation Grants: grants provided to employers who improve skills of their existing workforce
 - Comprehensive Worker Training Grants: Grants awarded to "high-wage industries" for training staff
 - Workforce Expansion Grants: Granted to newly formed or expanding business in Rhode Island to "elevate the skill level" of newly hired employees. Employer is required to maintain employment levels for 18 months after the grant expires.

South Carolina

- South Carolina Commerce Workforce:
 - Registered Apprenticeship Program: Provides training funds for apprenticeships for existing employees in seven high-demand industries in the state
- South Carolina Department of Commerce, Workforce Division Training Programs:
 - Incumbent Worker Training provides up to 100% grant for incumbent worker training when an employer introduces a new product or technology
 - Customized Training provides grants between 50% and 75% of the cost of specialized training necessary for an employer or group of employers to train incumbent workers

South Dakota

- South Dakota Department of Labor, Workforce Development Council:
 - Job Training Program: Customized training programs available to train incumbent workers in skills necessary for expanding a business
- Governor's Office of Economic Development, South Dakota Ready to Work:
 - Workforce Development Program: Provides grant funding to South Dakota employers for retraining current employees.

Tennessee

- Tennessee Department of Labor and Workforce Development:
 - Incumbent Worker Training Program: Grants for employers for training programs that assist retention by upgrading existing employees' skills.
- Department of Labor and Workforce Development:
 - On-the-Job Training: Employers training and retaining existing employees are paid up to half of the wages paid to workers during a six month period

Texas

- Texas Workforce Commission, Workforce Development Boards:
 - o Skills Development Fund Provides grants to Texas employers for upgrading the skills of its existing employees
 - o Skills for Small Business: Texas Workforce Commission provides up to \$725 per incumbent employee per 12-month period trained at courses offered at community or technical colleges in Texas

Utah

- Department of Community and Culture:
 - o Custom Fit Training State funds available to subsidize training costs of Utah employers to provide training to incumbent employees
- Utah Department of Workforce Services:
 - o On-the-Job Training grants provided to Utah employers up to 50% of the cost of training employees

Vermont

- Department of Labor:
 - o Vermont Workforce Training Fund offers grants to employers that offer training or collaborate with public or private organizations that provide training.
- Department of Economic Development:
 - o Vermont Training Program provides financial assistance for employee training programs for new or existing business in targeted sectors.

Virginia

- Virginia Department of Business Assistance:
 - o Jobs Investment Program Grants available for employers engaged in manufacturing operations and distribution centers that retrain their existing workforce.

Washington

- Washington State Board for Community and Technical Colleges:
 - o Job Skills Program Grants up to 50% of training costs provided to employers that take advantage of training opportunities at Washington state technical and community colleges for training existing employees.
- Employment Security Department:
 - o On-the-job training wage subsidies: Provides wage subsidies for recently hired employees that are retained for at least a year after necessary skills trainings are provided

West Virginia

- West Virginia Workforce Investment Board:
 - o Customized Training Up to 50% of the cost of customized training for incumbent workers

Wisconsin

- Wisconsin Department of Commerce:
 - o Business Employee's Skills Training (BEST): Up to 75% of costs incurred to train full-time employees for Wisconsin employers with less than 25 employees in ten specified industries
 - o Customized Labor Training Program (CLT): Up to 50% of training costs incurred by employers in training existing employees skills related to new technologies

Wyoming

- Wyoming Department of Workforce Services:
 - o Workforce Development Training Fund Program Provides funding for each existing employee trained to upgrade skills or retain current occupation.

More tools and resources related to developing a positive and disability-inclusive working environment are available through our Toolkit at the **[Demand-Side Employment Placement Models project website](#)**.

YOUR FEEDBACK IS IMPORTANT TO US!

You are invited to participate in a research study examining the benefits and impact for employers of the Employer Demand briefs and toolkit resources. [Learn more about the survey](#).

Project Partners



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To learn more go to bbi.syr.edu



**‘We can change the world.
The first step is to change ourselves.’**

- BURTON BLATT

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