

WORKFORCE DEVELOPMENT PROGRAMS

This document is designed to give businesses an overview of available Grant Programs & funding for Workforce Development. This is not a comprehensive list. Cumberland County Economic Development will assist in applying for and dispersal of these funds in accordance with each program's guidelines and regulations.



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<u>NAME</u>	<u>PURPOSE</u>	<u>ELIGIBILITY</u>	<u>USES</u>	<u>FUNDING LIMITS</u>	<u>MATCHING REQUIREMENTS</u>
Customized Job Training	Grant funds for specialized job training to existing or newly hired employees	Manufacturing, Industrial, Agricultural enterprises, Research and Development, Advanced Technology, Business service firms (no point of sale/retail), Must be for actual training, Trainees must be residents of PA and be employed in PA, Participating trainees must earn more than 150% of current minimum wage; Training must be guaranteed	Instructional costs, Supplies, Consumable materials, Contracted Services, Relevant travel costs for local education agency project coordinators	Grants up to 75% of the eligible costs for new job creation, retention, upgrade training	None
Employment Incentive Payment	The EIP tax credit offers a three-year graduated tax credit to private-for-profit employers that hire PA residents who are recipients of cash assistance from the Department of Public Welfare, or who are recent customers of the State Office of Vocational Rehabilitation	An employer may become eligible to earn the EIP credit through the qualified hire of a person receiving welfare cash assistance at any time within the twelve months preceding the start-to-work date, or a person who completed or is completing rehabilitative services approved through a state plan for vocational rehabilitation services or the U.S. Department of Veterans Affairs	N/A	N/A	N/A

<p>Guaranteed Free Training Program (GFT-WEDnetPA)</p>	<p>Basic skills and information technology training for new employees and new and expanding businesses</p>	<p>Basic Skills Training: PA Manufacturing and Technology-based businesses; and Information Technology training. Point of sale retail businesses, gaming establishments, employment agencies, government, education, training vendors and non-profit entities are not eligible. Trainees must be PA residents, employed in PA, be permanent fulltime employees and earn at least 150% of current federal minimum wage. Basic Skills: must be front-line employee or first level supervisor. Information Technology: must be technical worker, IT professional or front-line employee/first level supervisor of a manufacturing company who is limited to receiving advanced applied manufacturing training only</p>	<p>Basic skills- Basic and entry level skills training. Information Technology-Advanced information technology training. Introductory level training, such as word processing is not eligible</p>	<p>Basic Skills Training: Up to \$450 per trainee and \$75,000 per company, Information Technology Training: Up to \$700 per trainee and \$50,000 per company</p>	<p>None</p>
<p>Job Training Fund Equipment Grants Guidelines</p>	<p>Information about the Job Training Equipment Grants Guidelines 2006-7</p>	<p>In order to align the awards for equipment grants to the overarching Pennsylvania Workforce Development strategy of targeting training to high demand, high skill, high wage jobs, grants will be available only for equipment that is needed to provide training and education for occupations within Pennsylvania's nine targeted clusters and the High Priority Occupations within those clusters.</p>	<p>The first round of the Job Training Fund Equipment Grant for Fiscal year 2005 - 2006 clearly exposed a critical workforce need in the commonwealth. To develop on this and to continue the expansion of our workforce infrastructure, PA Dept. of L&I 2006 - 2007 will again target available resources to job training equipment.</p>	<p>\$200,000</p>	<p>1:1; the local match can be supported by either local entity funds, contributions from business and industry, and/or foundations. State funds may not be used as match.</p>
<p>Independence Capital Access Network (ICAN)</p>	<p>Provides grants to small employers (with 100 employees or less) for reimbursement of costs associated with necessary accommodations to hire, retain and promote workers with disabilities</p>	<p>Approved grant applications require an executed agreement between the recipient and the ICAN Program. The business may proceed with the accommodation(s) after ICAN contractual procedures are completed. The business must submit invoices or receipts to the ICAN Program for reimbursement.</p>	<p>Site modifications, specialized or adapted machinery, or specialized training</p>	<p>\$40,000</p>	<p>None</p>

<p>Industry Partnership Worker Training Guidelines</p>	<p>Grants will be made available to assist emerging and existing Industry Partnerships to help identify the training needs of companies by developing effective and responsive training solutions that will enhance participating companies competitive position, 2006-07</p>	<p>Entities that are knowledgeable/experienced in working with targeted industry clusters (or subclusters) may apply for incumbent worker grant funds. The lead applicant will have a leadership role in developing and maintaining the Industry Partnership through ongoing interaction with the regional provider network, businesses and employee representatives. The lead applicant may not seek reimbursement for training services that they may provide). To ensure collaboration and alignment with other regional workforce development initiatives, Local Workforce Investment Boards must be represented in the partnership. LWIBs will also serve as the fiscal recipient for Industry Partnership Worker grants and will work with the lead applicant as the fiscal monitor for the project. The following entities are eligible to serve as lead applicants as long as the above conditions are met: Regional Workforce Investment Boards, Industrial Development Authorities and Corporations, Non-profit organizations or associations serving as regional or workforce intermediaries, Business Consortium or Associations, Ben Franklin Te</p>	<p>The long-term goal for this initiative is to create an infrastructure that will provide training and education that enhance the skills of incumbent workers, raising the earnings of workers and the revenues of businesses by increasing productivity and the quality of services within PA. Up to 25% of the funds requested may be used to fund the training of new hires if the applicant can demonstrate that this training is an integrated component to the overall strategy to improve the competitive position of the targeted cluster.</p>	<p>\$400,000</p>	<p>The project must provide private sector match for training. Match is required at a 1 to 1 ratio for both new hires and incumbent worker training activities. Source of matching funds may include paid release time for workers to participate in training, contributions of equipment and training personnel, consulting services, tuition reimbursement, or funds from private/public sector training funds.</p>
<p>Welfare-to-Work (WTW)</p>	<p>The WtW tax credit provides private-for-profit employers tax savings as an incentive to hire job seekers to employment. WtW targets long-term welfare cash recipients</p>	<p>New hires must be employed at least 180 days or 400 hours to earn a full credit each year. There is no partial credit.</p>	<p>Tax credit for private-for-profit employers to hire jobs seekers with barriers to employment, particularly long-term welfare cash recipients</p>	<p>The WtW tax credit is as much as \$8,500 per new hire: 35% of the first \$10,000 in wages the first year, and 50% of the first \$10,000 the second year</p>	<p>N/A</p>
<p>Work Opportunity Tax Credit (WOTC)</p>	<p>The WOTC provides a private-for-profit employer with tax savings as an incentive to hire job seekers with barriers to employment</p>	<p>A new hire must be employed at least 180 days or 400 hours. A partial credit of 25% is permitted for employees working at least 120 hours, but less than 400. For youth hired as summer employees May 1 through Sept. 15, the tax credit is 25% of the first \$3,000, for a maximum credit of \$750; and the youth must be employed at least 20 days or 120 hours.</p>	<p>Tax credit for private-for-profit employers to hire job seekers with barriers to employment</p>	<p>The WOTC is 40% of the first \$6,000 in wages, for a maximum credit of \$2,400</p>	<p>N/A</p>

Workforce Investment Act of 1998 (Title 1)	A federal program that provides job training to eligible individuals	Private and public sector employers and employees; Dislocated workers, Unemployed Persons; Persons seeking employment	Job search and placement; Skills assessment and evaluation, Counseling, Training services for individuals and companies; Supportive services; Labor market information	Reimbursement: up to 50% of wage rate for employees while in training, up to actual costs of classroom training, training/related and supportive services	None
Workforce Leadership Grants	Integrated and seamless education programs across secondary and post-secondary education; and the expansion of community college services	Education programs cutting across secondary and post-secondary education 2+2+2 grants require strong business participation, articulation agreements and program guarantees	Develop and implement 2+2+2 secondary and post-secondary education programs	Up to \$300,000 for 2+2+2 grant, Up to \$100,000 for expansion of an existing program	None
Opportunity Grant Program (OGP)	Grant funds to create or preserve jobs within the Commonwealth.	Firms, or IDC's and municipalities on behalf of firms, that will create or preserve a significant number of jobs within the Commonwealth; Manufacturing; Industrial, Research and development; Agricultural processors; Export Services; Firms establishing a national or regional headquarters. Projects must offer substantial economic impact, either for the Commonwealth as a whole or for the locality or region in which the company will locate or expand its current operations. Job creation/preservation requirements	Machinery and equipment; working capital; job training; infrastructure; land and building improvements; environmental assesment and remediation; acquisition of land, buildings and right-of-ways, site preparation, demoliton and clearance	None	4:1 private match required
Keystone Innovation Starter Kit	Keystone Innovation Starter Kits are designed to recruit new, top-level research faculty in PA academic medical centers and institutions of higher education to accelerate the development of a cluster of companies and employees in emerging and growing technology areas	Academic Medical Centers and KIZ participating research colleges and universities. Each institution may submit no more than two applications or grant requests. Allocation of Starter Kit Grant Funds toward the applicable direct support of hiring new research faculty will be considered only for research faculty who have been hired up to one year after the Starter Kit official award date	The funds will be utilized to "built out" labs, hire staff, and purchase equipment. These investments will attract new faculty researchers and bring additional support positions to the Commonwealth	Each grant request may not exceed \$250,000	Each grant must be matched by the applicant on a cash \$1 for \$1 basis