

WORKFORCE DEVELOPMENT

GRANTS AND RESOURCES OVERVIEW

EMPLOYER

TALENT DEVELOPMENT PROGRAM

Duluth Workforce Development / JET / AEOA

TDP offsets the employer costs to train and upgrade the skills of current workers. Eligible entities must articulate that funding assistance will not only improve the skills of their workforce but also improve their business processes and competitiveness and/or avert a layoff. May not be used for training mandated or required for work in the position, or for purchase of capital equipment.

New/Existing Employees	Before/After Hire	Training Provider	Match Requirement	Max Grant Amount
EXISTING AT LEAST 6 MONTHS	AFTER	ANY	1-50 EMPLOYEES = 10% OF COST 51-100 EMPLOYEES = 10% OF COST 100+ EMPLOYEES = 50% OF COST	\$10,000 / YR

EMPLOYER

ON-THE-JOB TRAINING (OJT)

Duluth Workforce Development / JET / AEOA

Purpose of OJT is to offset the cost of training a new employee during the first weeks/months after hire, and to incentivize hire of workforce program participants. Employee must be enrolled in a program with DWD/JET prior to hire.

New/Existing Employees	Before/After Hire	Training Provider	Match Requirement	Max Grant Amount
NEW	BEFORE	EMPLOYER	REMAINING PORTION OF EMPLOYEE WAGE	VARIES - UP TO 50% OF WAGE FOR UP TO 3 MONTHS

EMPLOYER

JOB TRAINING INCENTIVE PROGRAM (JTIP)

MN Dept. of Employment & Economic Development (DEED)

Training grant to support direct training costs associated with newly created jobs. Award amount is \$5,000-\$10,000 per new employee trained. Training should begin within six months of award, and must be completed within 1-2 years. Funds are reimbursed based on number of funded positions that remain filled through grant close date.

New/Existing Employees	Before/After Hire	Training Provider	Match Requirement	Max Grant Amount
NEW	AFTER	EMPLOYER OR MN COLLEGE	0.5:1 MATCH	\$200,000

EMPLOYER

PIPELINE

MN Dept. of Labor and Industry & MN Office of Higher Education

Supports structured on-the-job training and related instruction to specific employees. Supports occupations in four eligible industries: Advanced Manufacturing, Agriculture, Health Care Services, and Information Technology. Good tool to provide tuition assistance to employees wishing to gain skills to fill an in-demand occupation with the same employer.

New/Existing Employees	Before/After Hire	Training Provider	Match Requirement	Max Grant Amount
EXISTING	AFTER	COLLEGE OR OTHER APPROVED PROVIDER	25% OF RELATED INSTRUCTION COSTS PER TRAINEE	\$150,000

WORK OPPORTUNITY TAX CREDIT (WOTC)

Federal tax credit available to all private-sector businesses as an incentive to employers to hire workers in certain groups who consistently experience high rates of unemployment.

New/Existing Employees	Before/After Hire	Training Provider	Match Requirement	Max Grant Amount
NEW	AFTER	NONE	TAX CREDIT	UP TO \$9,600

PAID INTERNSHIPS

For individuals enrolled in certain workforce development programs, Duluth Workforce Development and JET can provide paid internship opportunities with local employers. Goal is for internship to turn into permanent, unsubsidized employment. For youth participants, further education may also be a goal.

New/Existing Employees	Before/After Hire	Training Provider	Match Requirement	Max Grant Amount
NEW	BEFORE	EMPLOYER	SUPERVISION / TRAINING	VARIES: USUALLY UP TO 240 HOURS

MINNESOTA JOB SKILLS PARTNERSHIP (MJSP)

Supports customized training to meet business need. Training can take place at college or business site. Curriculum/equipment stays with the college with the goal that training continues to be offered. Reimbursement based on amount of business match.

New/Existing Employees	Before/After Hire	Training Provider	Match Requirement	Max Grant Amount
NEW & EXISTING	AFTER	COLLEGE	1:1 MATCH	\$400,000

MJSP - PATHWAYS

Supports training of individuals that are at 200% of poverty or less, or who receive public assistance. Training can take place before hire, as long as business commits to hiring the majority of participants who graduate from the training program. Can partner with a community organization to perform pre-employment screening, job readiness, wraparound services.

New/Existing Employees	Before/After Hire	Training Provider	Match Requirement	Max Grant Amount
NEW	BEFORE OR AFTER	COLLEGE OR WORKFORCE EDUCATION	0.5:1 MATCH	\$400,000



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