



# Talent Development Program

The Talent Development Program (TDP) is business-driven funding assistance for qualifying Minnesota businesses to provide skills training to full-time permanent employees.

TDP is meant to offset the employer costs to train and upgrade the skills of current workers by providing reimbursement to eligible businesses for specific training costs accrued during the course of training. Eligible businesses must articulate that by receiving funding assistance through the program that their business will not only improve the skills of their workforce but also improve their business processes and competitiveness and/or avert a layoff.

## TRAINING ACTIVITY GUIDELINES

(may be provided to individuals or groups of employees)

**Eligible Training Providers:** Public or private educational institutions; Trade associations or industry-specific trainers; Community-based organizations; Economic development agencies; Unions; Government agencies.

**Eligible Types of Training:** Industry or business-specific skills; Technical or computer skills; "Soft skills" such as leadership or management training; Training programs accredited by the American National Standards Institute (ANSI); Training for improved process efficiency as identified by industry professionals; Training from a national, regional, or state trade association that offers an independently certified training curriculum and testing; Training provided in conjunction with the purchase of a new piece of equipment; Seminars/workshops/webinars are eligible, however they must have an assessment or test tied to the training to be eligible for funding.

**Training activities NOT eligible for TDP:** Required/regulatory training mandated by a public agency or department (EPA, MSHA/ OSHA, Hazardous Waste, etc.); Training costs associated with professional fields in which continuous education is necessary to retain professional certification (CPAs, attorneys, insurance providers, etc.); Training that leads to a professional license (doctors, lawyers,

RN/LPN, etc.); Employee travel, food, or lodging costs or wages paid to trainees while being trained (would be considered employer match); Purchase of capital equipment or other durable (long lasting/reusable) training materials or equipment.

## EMPLOYER/EMPLOYEE ELIGIBILITY

**Eligible Employers:** Business must be located in Minnesota and in continuous operations for 18 months prior to application and registered with the MN Secretary of State's office as an association, corporation, LLC, partnership, nonprofit, government entity (including school districts), or sole proprietor; Must not be in the process of layoff (if layoff occurs while company has an open TDP grant, workers will be able to complete training); Groups of employers are encouraged to collaborate on training for workers across organizations.

**Eligible Employees:** Must be at least 18 years of age, work at least 32 hours per week and be committed to attending all trainings; Must earn an hourly wage above the state minimum wage and agree to cooperate with data collection requirements.

**Employer Responsibilities:** Business must contribute a portion of the training costs through direct cost contribution or in-kind contributions based on employer size.

## Examples of in-kind contributions include:

Expenses associated with the use of on-site space and equipment during the training; trainee wages, including benefits; required travel/lodging, and direct training costs.

## Level of Contribution Required is Dependent on Size of the Business Applying:

- 50 or fewer employees = 10% of cost
- 51 to 100 employees = 25% of cost
- More than 100 employees = 50% of cost

## GENERAL GUIDELINES

- Only one application per business will be accepted per program year (July 1-June 30).
- One application may include multiple sets of employees and multiple training courses.
- Businesses administering a current Minnesota Job Skills Partnership (MJSP) award are not eligible for TDP funds.
- The maximum award per employer each grant year is \$25,000 (may be adjusted based upon funding availability each program year).
- Initial training duration may not exceed twelve months.
- Funds will be awarded on a first come first served basis.

Contact Deb Holleman, Career Counselor for the City of Duluth 218-730-5233 (desk), or [dholleman@duluthmn.gov](mailto:dholleman@duluthmn.gov) with inquiries or to request an application. This Talent Development Program is offered in partnership with Northeastern Minnesota Office of Job Training.

Lake Superior College in Duluth is a program partner, offering consultation and review for training opportunities (all industries and all positions). Contact Leonard Johnson, Customized Training Representative at 218-733-1079 or [leonard.johnson@lsc.edu](mailto:leonard.johnson@lsc.edu) to learn more.