

Colorado First and Existing Industry Customized Job Training Program FY 2019 Fact Sheet

Purpose

Colorado's job training programs invest in its labor force and incentivize business growth in Colorado by providing grants to existing companies as well as those locating or expanding in Colorado. By reimbursing costs associated with job training, the programs increase transferable job skills that both support the company's competitiveness and enhance worker's resumes and long-term employment opportunities.

Colorado First and Existing Industry Program Description

- The Colorado First and Existing customized job training programs are a partnership between the Colorado Office of Economic Development and International Trade (OEDIT) and the Colorado Community College System (CCCS) and are administered through participating colleges.
- The **Existing Industry** (EI) training program focuses on providing assistance to establish Colorado companies in order to remain competitive within their industry, adapt to new technology, and prevent layoffs.
- The **Colorado First** (CF) training program focuses on companies relocating to or expanding in Colorado and provides funds only for net new hires.
- Funding for FY 2018 was \$4.5 million and remains at that level for FY2019.
- For the Fiscal Year 2019, the following incentive levels will be provided:
 - **Colorado First** Customized Job Training program provides a maximum annual grant award of **\$1,400**/FTE.
 - **Existing Industry** Customized Job Training program provides a maximum annual grant award of **\$1,200**/FTE.

Requirements/Eligibility Rules

- Companies must contribute a minimum of 40% (cash or in-kind) to the total costs of grant-funded training.
- All grant-funded training must be customized for the company's specific needs.
- An on-site company visit by OEDIT and CCCS representatives is required.
- **501(c)(3) applications accepted**
- Companies must pay an average hourly wage of at least \$13.00/hour in urban counties and at least minimum wage in rural counties.
- Companies applying for and receiving Existing Industry program funds must offer health insurance to employees. Colorado First applicants are not required to offer health insurance if the company has been in business fewer than three years.
- Federal or state mandated training (e.g. Occupational Safety and Health Administration (OSHA) / Commercial Driver's License (CDL) is not eligible for grant funding.
- Grant funded training must be for permanent, full-time (32 hours/week), non-seasonal, non-retail employees eligible to work in the U.S. who have significant career opportunities and require substantive instruction.
- Applications are reviewed on a competitive basis. Factors considered are: customized job enhancing skills / number of learners / college training participation / state geographic representation / industry diversification / projected wage levels.
 - ✓ Examples of competitive training skills include: Lean manufacturing / information technology, such as SQL, HTML, JQuery, etc. / advanced financial analysis / quality management / welding / precision machining / bioscience
 - ✓ Examples of non-competitive trainings skills include: new employee orientation / MS Office / basic customer service / time management / general administration / marketing

Other Program Elements

- Learners must sign an affidavit to certify their participation in grant funded training.
- Grant funded training may not begin until the training proposal has been approved by the state administrators.
- The program fiscal year is the same as the State's, which runs July 1st through June 30th.
- Learners may not be duplicated across grants within a fiscal year.
- Companies may apply for only one program in round 1 and both programs in the rolling application period.
- Training funds requests are capped at **\$150,000.00** per application; total training funds are capped at \$200,000.00 per company per fiscal year.
- **Colorado First applications may be submitted every year. Existing Industry applications will be considered every other year (i.e., EI funds awarded FY 2019, no application FY2020, apply for FY2021).**

Grant Periods

| | Round 1 | Rolling |
|--|-------------------|-------------------------------------|
| Applications Due to State (college due date is earlier) | August 3, 2018 | August 4, 2018 – April 1, 2019 |
| Training Completion Deadline | January 31, 2019 | May 31, 2019 |
| Final Reports Due | February 15, 2019 | Two weeks after training completion |

- To apply for a job-training grant, please contact your local community college grant representative. To find the nearest CFEI college representative, visit <https://www.cccs.edu/industry/workforce-incentives/>.
- If your company is planning to expand or relocate to Colorado, please contact OEDIT at **303-892-3840**.