

Colorado First and Existing Industry Customized Job Training Program FY 2018 Fact Sheet

Purpose

Colorado's job training programs invest in its labor force and incentivize business growth in Colorado by providing grants to companies that are locating or expanding in Colorado. By paying 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.

Program Description

- The 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 managed 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 2017 was \$4.5 million and remains at that level for FY 2018.
- For the Fiscal Year 2018, the following incentive levels will be provided:
 - Colorado First** Customized Job Training program provides a maximum annual grant award of **\$1,200/FTE**.
 - Existing Industry** Customized Job Training program provides a maximum annual grant award of **\$1,000/FTE**.

Requirements/Eligibility Rules

- Companies must contribute a minimum of 40% 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.
- Companies must pay an average hourly wage greater than \$13/hour in urban areas; in rural Colorado, a company's average wages must be at least \$10.00/hour.
- 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 trainees / college training participation / state geographic representation / industry diversification / projected wage levels. Focus is placed on the following industries: advanced manufacturing, bioscience, aerospace, energy & natural resources, advanced technology, electronics, infrastructure engineering, and construction.
 - Competitive training skills include: Lean manufacturing / information technology, such as SQL, HTML, JQuery, etc. / advanced financial analysis / quality management / welding / Six Sigma / bioscience.
 - Non-competitive trainings skills include: new employee orientation / MS Office / basic customer service / time management, administrative assistant, marketing.

Other Program Elements

- Trainees 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.
- Existing Industry funded trainees may not be duplicated across grant rounds.
- Round 1 EI trainees may not be duplicated in round 2; CF trainees funded in round 1 may be trained in approved EI grants in round 2.
- Companies may apply for only one program per round.
- Colorado First applications may be submitted every year.
- Existing Industry applications will be considered only every third year. (i.e., Existing Industry funds received FY 2015, off FY2016 and FY2017, apply for FY2018).

Grant Cycles

There will be two rounds of funding for both Colorado First and Existing Industry grants in FY2018.

	Round 1	Round 2
Applications Due	June 30, 2017	November 15, 2017
Training Completed	December 15, 2017	May 31, 2018
Final Reports Due	January 12, 2018	June 15, 2018

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

Learn more at: www.advancecolorado.com/jobtraining