

**STATE GOVERNMENT IN REVIEW**

**Table 11.12  
STATE JOB TRAINING PROGRAMS**

<i>State</i>	<i>Program</i>	<i>Description</i>
Alabama .....	The Alabama Industrial Development Training Program	Provides free job training for companies if certain qualifications for starting wages and job creation are met. Support for on-the-job training is available to companies that meet other criteria.
Arizona .....	The Workforce Recruitment and Job Training Grant Program	Provides grants for short-term training for new employees. The training must be job and business specific. The program is funded annually at \$4.5 million. Fifteen percent of the fund goes to businesses with fewer than 100 employees and 15 percent of the fund for businesses located in a rural community.
Arkansas .....	The Existing Workforce Training Program (EWTP)	Provided to manufacturing industries in Arkansas for upgrading workforce skills. The program is administered by the Department of Higher Education, the Vocational-Technical Division of the Department of Education and the Arkansas Industrial Development Commission. The focus of this program is to upgrade skills specific to a company's current workforce at any level.
	The Arkansas Industrial Development Commission Industry Training Program (ITP)	Provides intensive pre-employment training for Arkansas workers to meet the increasing technical employment needs of the state's new and expanding industry. AIDC provides training on the company's equipment at its site, or if its in the construction phase, at an off-site facility.
California .....	The Employment Training Panel (ETP)	Assists businesses in acquiring and retaining a highly skilled workforce to increase competitiveness and productivity. The ETP is a program supported by California employers through a small contribution to the California Employment Training Fund.
Colorado .....	The Colorado FIRST and Existing Industries Programs	Offer short-term, fast track job training assistance to qualified Colorado employers. Customized job training assistance is available to new and existing businesses that create primary jobs in the manufacturing and business service sectors.
Connecticut .....	Connecticut Job Training Finance Program	Encourages banks to make loans up to \$250,000 to manufacturers to train their production workers. Connecticut Development Authority provides a grant of the lesser of 25 percent of the loan or \$25,000 upon completion of training, which is used to pay down the bank loan.
Delaware .....	Venture Capital Program	The Delaware Economic Development Office has access to more than 60 recognized educational resources to provide company-specific skill training. Training contracts may be arranged with Delaware colleges, vocational schools, specialized training centers and independent agencies that provide business, industrial and service-related instruction.
Florida .....	Quick Response Training Program	Provides rapid, effective start-up training tailored to benefit specific companies. Quick Response is administered by the Department of Commerce, in cooperation with community colleges, vocational-technical centers, state universities and private institutions.
	The Seaport Employment Training Grant Program	Funds job skills training programs designed to improve the movement of cargo or passengers.
Georgia .....	Quick Start	Provides complete training services free-of-charge to companies opening new facilities in Georgia or expanding existing operations. Training is customized to each company's specific needs and focuses on entry-level job skills.
Hawaii .....	The Employment and Training Fund (ETF)	Assists qualified businesses in recruiting, hiring and training employees quickly, with the assistance of state and local resources and services. The program is administered by the Department of Labor and Industrial Relations.
Idaho .....	The Workforce Development Training Fund	Provides skills training necessary for specific economic opportunities and industry expansion initiatives. It also upgrades the skills of currently employed workers who are at risk of being permanently laid off.
	The New Industry Training	Provides customized job training for new and expanding industries. The State Department of Employment assists in recruiting, screening and testing potential trainees and pays for qualified instructors.
Illinois .....	The Industrial Training Program (ITP)	Assists Illinois companies in training new workers or upgrading the skills of existing workers. ITP grants may be awarded to individual companies, multi-company efforts and intermediary organizations offering multi-company training.
Indiana .....	Training 2000	Indiana's Training 2000 Program is designed to provide financial assistance to new and expanding industries committed to training their workforce. Companies can receive reimbursement not to exceed \$200,000 for retraining existing workers.
Iowa .....	New Jobs and Income Program	The Iowa New Jobs and Income Program (NJIP) provides a package of tax credits and exemptions to businesses making a capital investment of at least \$10.38 million and creating 50 or more jobs meeting wage and benefit targets.
Kansas .....	Kansas Industrial Training (KIT)	Provides pre-employment training for new an expanding businesses creating at least five jobs.
	Kansas Industrial Retraining (KIR)	Provides on-the-job training for restructuring companies whose employees are likely to be displaced due to obsolete or inadequate job skills. This program requires matching funds from the company.
	State of Kansas Investments in Lifelong Learning (SKILL)	Provides pre-employment training for new and expanding businesses, or consortiums of business, that are creating large number of new jobs or new jobs paying above average wages.

See footnotes at end of table.

## STATE JOB TRAINING PROGRAMS — Continued

<i>State</i>	<i>Program</i>	<i>Description</i>
Kentucky .....	The Bluegrass State Skills Corporation (BSSC)	BSSC, an independent de jure corporation within the Cabinet for Economic Development, provides grants for customized skills training of workers for new, expanding and existing businesses and industries in Kentucky.
Maryland .....	The Maryland Industrial Training Program (MITP) The Partnership for Workforce Quality (PWQ)	MITP provides incentive grants for the development and training of new employees in firms locating or expanding their workforce in Maryland. The rapid rate of technological change and increasing domestic and international competition demand a skilled workforce. PWQ targets training grants and technical assistance to resident Maryland manufacturing and technology companies to upgrade the skills of the existing workforce.
Massachusetts .....	Corporation for Business, Work, and Learning	The Corporation provides a variety of worker training services including support for defense firms seeking to enter commercial markets and support for firms adding jobs and developing new training methods.
Mississippi .....	Basic Skills Training Tax Credit	Provides a tax credit to new or existing businesses that pay for certain basic skills training or retraining for their employees. The credit is equal to 25 percent of qualified training expenses. Training programs must be certified by the state Department of Education to qualify for this credit.
Nevada .....	Customized Job Training	Nevada offers a customized job training program to qualified businesses that meet established criteria. This program may be used prior to a plant opening and up to 90 days following.
New Hampshire .....		New Hampshire offers subsidized training to privately owned companies through state technical colleges and institutes.
New Jersey .....	Workforce Training Grants	New Jersey, through its nationally recognized Workforce Development Partnership, offers customized skills training, education and support services to workers and employers.
North Dakota .....	The Job Training Partnership Act (JTPA)	JTPA provides eligible individuals with an opportunity to get training or retraining so they may gain the skills necessary to obtain employment. There are several ways in which a person may become eligible for JTPA.
Rhode Island .....	Job Development and Training	The Rhode Island Job Training Tax Credit allows companies to take a tax credit up to \$5,000 per employee over any three year period against their state business tax. The tax credit is equal to 50 percent of approved worker training expenses up to \$5,000 per individual employee over any three-year period. Up to \$1,000 of the \$5,000 may be for employee wages. Plans must be filed with the Rhode Island Human Resources Investment Council for approval prior to the training.
South Carolina .....	Workforce Training	The State of South Carolina, through its highly regarded network of Technical Colleges, will recruit, screen, test and train workers needed to fill new manufacturing jobs. This training is done in concert with the company's human resources department and is designed specifically to meet the needs of the company.
South Dakota .....	Workforce Development Program	The South Dakota Workforce Development Program is an opportunity to extend training and educational resources so that South Dakota employers will be provided with a well-trained and skilled workforce. Training is provided in conjunction with an educational institution approved by the Workforce Development Coordinator. Technical instructors, curriculum materials, instructional materials and equipment are available through the coordinating educational institution to help deliver quality programs.
Tennessee .....	Appalachian Regional Commission Program (ARC)	All 50 Appalachian counties are eligible. Eligible activities include: infrastructure projects (water, wastewater, roads, rail) required to secure the creation, expansion or retention of job opportunities; job training programs; basic skills development in reading, writing, computation and computer literacy; housing projects; and, multi-jurisdictional programs in enterprise development assistance demonstration projects. State maximum ability to pay is \$500,000.
Texas .....	Smart Jobs Fund	The Smart Jobs Fund provides grants to employers to train their employees. The fund is a business incentive program designed to increase the competitiveness of Texas businesses in the global economy. The program is "employer driven," which means the employer determines which employees they will train, what type of training will be performed, and who will administer the training. The legislature has appropriated \$108 million for the 1998-99 biennium. The maximum grant amount available to a single employer is \$1.5 million per state fiscal year.
Vermont .....	Workforce Development Tax Credit	A person may receive a credit against income tax liability in the amount of 10 percent of his/her qualified training, education and workforce development expenditures. A 20% credit may be taken for qualified training, education and workforce development expenditures for the benefit of welfare to work participants.
Virginia .....	Governor's Opportunity Fund	The Governor's Opportunity Fund supports economic development projects that create new jobs and investment in accordance with criteria established by state legislation. Funds can be used for such activities as site acquisition and development; transportation access; training; construction and build-out of publicly owned buildings; or grants and loans to industrial development authorities.

See footnotes at end of table.

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Washington .....	Employee Training Business and Occupation Tax Credits	A B&O tax credit is available to businesses which have received approval for the Distressed Area Sales and Use Tax Deferral/Exemption Program and provide employee job training to their employees at no cost to the employee. The maximum annual credit a business may use is \$5,000. The credit is computed by multiplying the approved training cost by 20 percent.
West Virginia .....	The Governor's Guaranteed Work Force Program (GGWFP)	The GGWFP is a nationally recognized award-winning customized industry-specific training program. The program provides business and industrial job training assistance to companies essentially guaranteeing that a qualified work force will be available. The program assists both new companies entering the state and existing companies that are either expanding operations or requiring skill enhancement due to technological innovation. The GGWFP can provide up to \$1,000 of training assistance per employee and will guarantee the training to the satisfaction of the customer.
Wisconsin .....	ISO 14000 Training Program	The ISO 14000 Training program was designed to assist companies that are attempting to obtain ISO 14000 certification. This pilot program provides 50 percent of eligible costs up to \$5,000 to train employees on new environmental management systems. The program's primary goal is to help Wisconsin manufacturers maintain their competitive edge by obtaining the ISO 14000 certification. The award will be provided in the form of a forgivable loan, with the understanding that if ISO 14001 certification is obtained within two and one-half years, the loan will be forgiven.
Wyoming .....	Community Development Block Grant Program	Provides grants to local governments to provide job training programs.

*Source:* Compiled by The Council of State Governments from CSG's 1999 national survey of state economic development and business-incentive leaders (50 states and three territories responding).