

Colorado First and Existing Industry Customized Job Training Grant Program

FY 2020 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 Colorado First and Existing Industry Customized Job Training Grant Program provides funding to 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 Industry (CFEI) Customized Job Training Program is jointly administered 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 Colorado First (CF) program focuses on companies relocating to or expanding in Colorado and provides funds only for net new hires.
- The Existing Industry (EI) program focuses on providing assistance to established Colorado companies in order to remain competitive within their industry, adapt to new technology, and prevent layoffs.

Fiscal Year 2020 incentive levels:

Colorado First Customized Job Training Grant Program provides a maximum annual grant award: \$1,400/FTE.

Existing Industry Customized Job Training Grant Program provides a maximum annual grant award: \$1,200/FTE.

Requirements/Eligibility Rules

- All grant-funded training must be for full-time (32 hours/week), non-seasonal, non-retail employees who have significant career opportunities, require substantive instruction, and are eligible to work in the U.S.
- Companies must pay an average hourly wage of at least \$13.00/hour in urban counties and at least minimum wage in rural counties.
- Learners must sign an affidavit to certify their participation in grant-funded training.
- Companies must contribute a minimum of 40% (cash or in-kind) to the total costs of grant-funded training.
- Training must be customized to specific company needs and related to substantive resume-building and transferable skills.
- 501(c)(3) applications are accepted.
- Grant-funded training may not begin until the training application has been approved by State program administrators.
- An on-site company visit by OEDIT and CCCS representatives is required.

Other Program Elements

- The program fiscal year is the same as the State's: July 1st through June 30th.
- Disallowed training includes company orientation as well as non-customized training available at local colleges, workforce centers, and public service providers.
- Federal or state mandated training (e.g. Occupational Safety and Health Administration (OSHA) / Commercial Driver's License (CDL) is not eligible for grant funding.
- Learners may not be duplicated across grants within a fiscal year. (Colorado First exception applies)
- 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 2020, no application FY2021, eligible to apply FY2022).

Application, Training Implementation, and Reporting Dates

Application submissions to the State: July 1, 2019 – March 31, 2020

Training Completion Deadline: May 31, 2020

Final Reports Due: Within two weeks after training completion

To apply for a job training grant, please contact your local CFEI college grant representative. To find the nearest CFEI college representative, visit <https://www.cccs.edu/industry/workforce-incentives/>.

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