

Review of State Workforce Development Training Fund Programs

Wyoming

Training Criteria:

In order for training to be approved, the business must demonstrate the following:

- Training will either correct an employee's skill deficiency or upgrade an employee's current skill level;
- There is a direct relationship between the training and the trainee's occupation or craft;
- **The training is not normally provided by the business;**
- The business will not substitute funds normally provided for training or funds obtained from another source with Business Training Grant funds;
- There is a need for the skill upgrade provided by the training for the business to remain competitive in the industry or economy; and
- The skill upgraded provided by the training will:
 - Enhance the business's productivity, efficiency or profitability;
 - Reduce employee turnover;
 - Enhance employee effectiveness; or
 - Enhance employee wages.

Montana (Incumbent Worker Program)

Qualifying Training

Training should be short-term in nature (completed less than a year), and must be either:

- Skills-based training: training a new task or a new way of performing an old task; or
- Certified education: resulting in an industry-recognized credential or is offered through Montana's two-year college and university system.

The following cannot be funded:

- Training that begins before a determination is issued;
- **Continuing Education required to maintain a professional certification or licensure;**
- **Training customarily required or provided by the business or industry;** and
- Conferences and training affiliated with conferences.

South Dakota

The training project needs to out-of-the-ordinary training and beyond what is needed in the normal course of business. Examples include:

- Training for a new piece of equipment
- New certification (cannot include continuing education to maintain an existing certification.)
- Opportunity for trainees to move into a new position that require different or additional skills than used in the current position.

Trainees must receive an increase in their wages as the result of the training.

Skills Eligible for Funding Skills, as defined by the Workforce Development Program, can be broken down into three groups.

1. Hard Skills – **Hard skill training deals with the technical and functional aspects of the job.**
2. Soft skills – Soft skills can enhance job performance by supplementing the hard skills. Soft skills are interpersonal skills such as communication, teamwork, problem-solving, leadership, and conflict resolution.
3. Basic Academic Skills – Academic skills training focuses on reading, writing and mathematics. This training would provide assistance to individuals with remedial academic skills.

The basic goal of the Workforce Development Program is to assist businesses with the cost of training for hard skills. The program will only consider funding for soft skill and academic training if it is conducted in conjunction with hard skill training.

Arizona

Doesn't define specific training that is allowable but uses the following in scoring.

Quality of proposed training program, taking into consideration the following

- Higher priority will be given for the following types of training:
 - Training resulting in the employee-trainee receiving a Skill Certificate reflective of value for other employers
 - Training resulting in wage increases
 - Training for advanced jobs skills, such as, without limitation, Lean manufacturing; 6 Sigma; Advanced information technology skills such as SQL, HTML and Java; Advanced financial analysis; Quality management; and Welding
- Lower priority will be given for the following types of training:
 - In-house training unless resulting in clearly measurable technical or occupational skills
 - Conferences, seminars, and online training unless resulting in a Skill Certificate
 - **Training for basic job skills**, such as, without limitation, Microsoft Office or comparable proficiencies, customer-service, and time management

Not allowable:

- On-The-Job training costs for an Employee that is not a registered apprentice;
- Expenses associated with staff meetings that are not exclusively training sessions, or with onboarding activities, such as orientation classes;
- **Regulatory continuing education training required to retain an Employee's certification or degree;**
- Training that is not specifically related to the requirements of the position for which training is provided;
- **Training that is mandated by state or federal law.**

Nebraska

Training - The delivery of instructional experiences to develop and/or improve job-related occupational skills for jobs with definite career potential and the substantial likelihood of long- term job security.

Training shall be delivered as classroom, laboratory or structured, on-site training.

Priority shall be given to projects which:

- Provide a significant wage increase because of the skill set attained during training or provide retraining for workers in occupations that pay 100 percent of the state or regional average hourly wage.
- Encourage the development of new industries which contribute to high-skilled, high-wage, high demand employment and economic vitality of Nebraska.
- Support efforts that address the training and employment of workers in industries offering a potential increase in employment opportunities and avoid possible adverse impacts on future employment opportunities offered.
- Support an employer's diversification of its product line and the production of new goods or services which will improve the employer's competitive position within the industry.
- Provide training in manufacturing techniques or skills needed in manufacturing.
- Provide for the provision of matching funds, as determined by Section VIII, in an amount at least equal to the total amount provided by the grant and apprenticeship training programs by the employer or employers benefiting from the project.