



# CENTRAL TEXAS EMPLOYER INITIATIVES

## Skills Development Fund

A Texas public community college, technical college, Workforce Development Board, or the Texas A&M Engineering Extension Service can apply for the grant, in partnership with a business, consortium or trade union, which provides:

- Up to \$500,000 per business, more for consortium, for customized training needed by the business.
- Target average cost per trainee of \$2,000.00
- Training for full-time, regular employees.
- Employers must pay prevailing wages in the local labor market for the trainees funded under the grant.

## Skills for Small Business

A small business with fewer than 100 employees applies for the grant which provides:

- Up to \$1,800 per new hires and up to 900 per incumbent worker for tuition and fees in a 12-month period.
- Training for full-time employees.
- Training selected from courses offered by a Texas public community or technical college or the Texas Engineering Extension Service.
- Employers must pay prevailing wages in the local labor market for the trainees funded under the grant.

## Recruit Texas

Allows public community or technical colleges an opportunity to provide intensive and rapid response to, and support services for, employers expanding in or relocating operations to Texas and that will provide complex or high-skilled employment opportunities. The Recruit Texas program focuses on the following:

- Developing customized workforce training programs.
- Fast-track curriculum development.
- Workforce training-related support services for employers.
- Instructor certification necessary to provide workforce training.
- Acquiring training equipment necessary for instructor certification and employment.

## High Demand Job Training

The Local Workforce Development Board applies for the grant and collaborates with an eligible, Type A or Type B, Economic Development Corporation to leverage sales tax dollars and provide high-demand occupational job training in their local workforce areas. Program parameters include:

- Up to \$1 million to fund training in locally identified high-demand jobs identified by the board while funds are available
- Participating boards use the funds to match dollar-for-dollar (up to \$150,000 annually) of EDC(s)' Texas Development Corporation Act funds and must be used to support Workforce Innovation and Opportunity Act allowable, high-demand job training activities and related direct costs.



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# EMPLOYER INITIATIVES CONTINUED

## Work Opportunity Tax Credit

The Work Opportunity Tax Credit is a federal tax credit available to employers who invest in American job seekers who have consistently faced barriers to employment. Employers may meet their business needs and claim a tax credit if they hire an individual who is in a targeted group. Employers must apply for and receive a certification verifying the new hire is a member of a targeted group before they can claim the tax credit.

- The credit available ranges from \$2,400 up to \$9,600, depending on the targeted group.
- Generally, the credit is 40% of qualified first-year wages.
- Individuals must work 400+ hours in their first year of employment.

## Fidelity Bonding

The fidelity bonding service helps at-risk job applicants get and keep a job. TWC and the Workforce Development Boards offer free fidelity bonding services to reduce employers' concerns about hiring at-risk job applicants who cannot be bonded through other sources. For this bonding, Union Insurance

Group issues an insurance policy that protects the employer against employee acts of dishonesty such as larceny, embezzlement, and theft.

Coverage is free for the first six months then becomes the employer's responsibility. Coverage is usually issued in the amount of \$5,000. There is no deductible, no forms to fill out and no processing.

## Texas Industry Partnership Grant

The Local Workforce Development Board applies for the grant and collaborates with eligible Private Industry Partners to leverage funding to provide high-demand occupational job training in their local workforce areas. Boards receiving grants will match dollar for dollar (up to \$150,000) of Industry Partner(s) funds to support Workforce Innovation and Opportunity Act (WIOA) - allowable, high demand job training activities and related direct costs in these designated industry clusters:

- Advanced Technologies and Manufacturing
- Aerospace and Defense
- Biotechnology and Life Sciences
- Information Technology
- Petroleum Refining and Chemical Products
- Energy

Workforce Solutions of Central Texas also partners with the Central Texas Business Resource Center, the Texas Workforce Commission and Chambers of Commerce in our region to further assist businesses with solutions to their workforce needs. These valuable services can significantly reduce the cost of recruiting, retaining, and training employees.



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