



# CUSTOMIZED TRAINING PROGRAM

JANUARY 2024

## Affordable Training for a Competitive Market

For 17 years, Washington business owners have turned to the Customized Training Program for affordable employee training programs.

The Customized Training Program helps employers and workers alike stay up-to-speed in a competitive marketplace, boosting profitability and employability.

Established by the Washington state Legislature in 2006, the State Board for Community and Technical Colleges pays the up-front costs to help businesses train their experienced and new employees. Once the training is complete, partner businesses repay over 18 months the program costs to the State Board interest free. After each payment is made, the businesses may take a state business and occupation tax credit equal to 50% of the payment.

## Customized for Every Business

With the Customized Training Program, qualified businesses work directly with qualified training institutions – community and technical colleges or Washington state-licensed private vocational schools – to tailor programs for exactly what that business needs.

Programs can include formal instruction in:

- Basic education and skills.
- English language for non-native speakers.
- Technical skills and job-related instruction.
- Training equipment, materials, facilities and supplies.

## Employees, Businesses, and the State Benefit

Customized Training Program loans are distributed to all corners of the state, including rural areas. They primarily serve areas where:

- Businesses are locating new jobs or expanding jobs in the state.
- Businesses pay workers or trainees at least the median wage in the geographic statistical area of the training project.
- There is a shortage of skilled labor to meet businesses' needs.
- New businesses or strategic industry clusters need a skilled labor pool.

The Washington State Board for Community and Technical Colleges administers the program with guidance from an advisory committee made up of representatives from business, labor and public and private educational institutions.

The Workforce Education Department of the Washington State Board for Community and Technical Colleges reviews and recommends approval of the business/college contract for all CTP applications.

Year	Award	Number of Awards/Year
2019	\$95,900	4
2020	\$75,698	3
2021	\$90,109	3
2022	\$164,311	6
2023	\$180,442	4
<b>Total</b>	<b>\$606,460</b>	<b>20</b>

### CONTACT INFORMATION

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## Summary of 2019-23 Loan Awards

The chart below summarizes each partner college, business, and the Customized Training Program grant received for the most recent five-year award period.

Year	College	Business	Award
2019	Everett Community College	AMT/Damar Aerosystems	\$10,350
2019	College of Electronics Manufacturing	Korry Electronics Company (6)	\$35,000
2019	College of Electronics Manufacturing	Natus Medical	\$19,100
2019	College of Electronics Manufacturing	Technical Cable Applications, Inc. (3)	\$31,450
2020	Everett Community College	Liquid Planner Inc.	\$4,880
2020	Everett Community College	Onamac Industries Inc.	\$2,100
2020	Pierce College District	Cameron Nursery	\$68,718
2021	Everett Community College	Jamco America (5)	\$10,400
2021	Pierce College District	Motive Power Marine	\$51,441
2021	Seattle Colleges	Theo Chocolate	\$28,268
2022	Pierce College District	Wilcox Farms	\$38,179
2022	Pierce College District	Retail Association Services	\$17,170
2022	College of Electronics Manufacturing	SageTech Avionics	\$6,665
2022	Pierce College District	Gundersen Dental Care	\$14,831
2022	Seattle Colleges	Red Dot	\$42,500
2022	Pierce College District	Small Planet Building Supplies	\$44,966
2023	Clover Park Technical College	Sahale/JM Smucker	\$23,346
2023	Clover Park Technical College	KPG Psomas	\$58,749
2023	Clover Park Technical College	Urban Accessories	\$51,400
2023	Clover Park Technical College	True Linkswear	\$46,947
<b>Total</b>			<b>\$606,460</b>

## Employees Trained 2019-23

The chart below shows the number of individual employees trained through the Customized Training Program each year of the most recent five-year award cycle.

Year	Number of Employees Trained (unduplicated)
2019	102
2020	55
2021	59
2022	74
2023	192
<b>Total</b>	<b>482</b>