# Job Skills program & Customized Training Programs

### FUNDING FOR EMPLOYER-SPECIFIC TRAINING

**December 2023**

| Job Skills Program (JSP)$1 for $1 matching grant for business-specific training | CUSTOMIZED TRAINING PROGRAMSInterest-free revolving loan with B&O tax credit |
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| Program Overview* 40 years – 1,000 businesses – 75k trainees!
* Customized, short-term and job-specific training
* Grants awarded to educational institutions partnered with employers
* Funds half of the training cost; partner employers provide a dollar-for-dollar cash/in-kind match to fund the other half
* Application through competitive proposal
 | Program Overview* Created in 2006
* Expansion, retention, recruitment
* Partnership with eligible schools (CTCs and private career colleges)
* Program pays up-front costs of training
* Loan is interest-free
* Businesses take a tax credit equal to 50 percent of the cost of training at repayment
* Applications accepted any time
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| Funding Priorities* Training/Retraining/Advanced training to avoid dislocation, to meet shortage of skilled labor, and to serve areas with high concentrations of economically disadvantaged people and high unemployment
* Proposals from firms certified as Minority and Women-Owned Businesses Enterprises (MWBE), and Veteran-Owned Businesses (VOB)
* Proposing coordination with other cluster-based programs like industry skill panels, centers of excellence, innovation partnership zones, state-supported cluster growth grants, and local cluster-based economic development initiatives
 | Funding Priorities* Businesses of all sizes are eligible for the program; however, projects that serve businesses with less than 50 employees prior to the training will be given priority for funding
* Businesses locating new jobs or expanding jobs in the state
* Training that leads to transferable skills that are interchangeable among different jobs, employers, or workplaces
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| Training Partner Eligibility* Any public secondary or postsecondary institution, an independent institution, or a private career school or college within the state authorized by law to provide a program of skills training or education beyond the secondary school level.
 | Training Partner Eligibility* Any public community or technical college or a private vocational school licensed by either the workforce training and education coordinating board or the \*higher education coordinating board.
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| Business Eligibility* Eligible businesses include private corporations, institutions, firms, persons, groups, or associations concerned with commerce, trade, manufacturing, generating revenue within Washington, or public or nonprofit hospitals licensed by the Dept. of Health (DOH).
 | Business Eligibility* Located or locating in Washington and providing employment opportunities
* A WA Business & Occupation taxpayer
* Able to contract with an eligible training provider for desired training
* In need of short-term employee training (less than 12 months)
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*“For the past six months, we’ve been making profits. This was a team effort. Our team, local support network, and the college worked long hours to make this a viable operation.”*

 Peter Johnson, HR Director McKinley Paper Port Angeles

McKinley Paper is one of the world’s major paper manufacturers for packaging products, with operations in Mexico and the United States. The company partnered with Peninsula College for a $201,278 JSP grant to train employees on job task documentation and standards, to implement structured training approaches, and to create illustrated work instructions designed to increase the skills of the company's existing workforce.

Notable outcomes include:

* Completion of 306 training hours for 19 employees.
* Reduction of the turnover rate from 21% to 16%.
* Reduction of scrap or rework from 6% to 5%.