



MORE

## GRANT FAQs

**Targeted industries:** advanced manufacturing, bioscience, aerospace, energy and natural resources, advanced technology, electronics, infrastructure engineering, and construction.

**Does a company have to offer health benefits to employees in order to apply for either grant?** For a Colorado First grant, no (if business has been operating for less than three years.), but for an Existing Industry grant, yes.

**For Colorado First grants when can you count new hires?**

New hires include those created in the previous 12 months from date of application and pertains to job growth, not replacements. CF trainees funded in round 1 may be trained in EI funded grants in ground 2.

Existing Industry trainees may not be counted in round 2.

Good verbiage for 'softer skills': Non-technical skills linked to support efficiency and productivity goals of one or more technical skills listed on requested Training Budget. 1 essential skill listed for a minimum of every 2 technical skills training requests.



5900 So Santa Fe Drive, Littleton, CO 80120 •  
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WORKFORCE TRAINING PROGRAM



Your PARTNER for the

## COLORADO FIRST & EXISTING INDUSTRY Grant Program



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# PURPOSE

## training funds

Colorado's job training programs invest in its labor force and incentivize business growth in Colorado by providing grants to companies that are locating or expanding in Colorado. By paying costs associated with job training, the programs increase transferable job skills that support both the company's competitiveness and enhance worker's resumes and long-term employment opportunities.

# state grant

## PROGRAM DESCRIPTION

Colorado First Customized Job Training program provides a maximum annual grant award of \$1,200 p/ FTE.

Existing Industry Customized Job Training program provides a maximum annual grant award of \$1,000 p/ FTE.

Funding is \$4.5 million.

The Colorado FIRST provides funds only to net new hires.

Existing Industry focuses on established Colorado companies

## REQUIREMENTS & eligibility



Companies pay 40% of costs of grant-funded training. Grant-funded training must be customized.

OEDIT and CCCS representatives must conduct site visit.

Company minimum wage \$13/hour urban, \$10/hour rural.

Certain Federal or state mandated training not eligible.

Training must be for permanent, full-time, non-seasonal, non-retail employees eligible to work in the US.

Grants awarded on a competitive basis. Factors include: Customized job enhancing skills / Number of trainees / Community College training participation / advanced technology, electronics and infrastructure engineering among others.

Competitive training skills include: Lean manufacturing / Information technology such as SQL, HTML, JQuery / Advanced financial analysis / Quality management / Welding / 6 Sigma / Bioscience.

Non-competitive trainings skills include: New employee orientation / MS Office / Basic customer service / Time management.

## ELEMENTS

### of the Program

- Trainees must sign an affidavit to certify training.
- Grant funded training to begin after state approval.
- Training period: two rounds per year.
- Round 1 application deadline July 7. Training must be completed by December 8. Final reports due January 5, 2018
- Round 2 application deadline November 17. Training must be completed by May 31. Final reports due June 8, 2018,
- Colorado First applications may be submitted yearly.
- Existing Industry applications every third year. (ie. El funds received FY 15 - Off FY 16 & FY 17- may apply for FY 18.

## APPLICATION

### PROCESS

To apply for a job-training grant, please contact your local Community College Grant Representative by email [workforce@arapahoe.edu](mailto:workforce@arapahoe.edu) or call 303.797.5723

[arapahoe.edu/workforce](http://arapahoe.edu/workforce)

## FAQs about STATE GRANTS

Can a company apply for both grants at the same time? The recommendation is to only apply for one grant at a time. However, companies may apply to different grant types in a one year period. A company can be awarded a Colorado First grant every year if they hire additional new employees, whereas they can only be awarded an Existing Industry grant every third year.