WORKFORCE TRAINING GRANTS AND CREDITS

Improve skills, productivity and the bottom line

Are you seeking training grants or credits for planned or ongoing training programs?

Is there a need for more skilled workers in your area? Are you positioned to provide training to improve that workforce?

Has your industry undergone change, requiring a transfer or shift in knowledge and skills?

Workforce development is a critical component of business growth. However, it is more than a human resources and productivity consideration—training can also bring economic benefit. Highly employable workforces bring value to regions, helping attract business and the economic power that comes with vibrant growth. Governments offer a range of training grants and credits to encourage businesses to invest in their people, which, in turn, creates an investment in the community.

It is not just the community that benefits. Workforce training grants and credits can help your business:

- Offset costs of necessary or desired professional development
- Return significant dollars to the bottom line
- Improve existing and future workforces
- Achieve efficiencies and productivity that drive business value

Understanding training grants and credits

There are numerous types of training grants and credits, and each jurisdiction approaches them in its own way with varied qualifiers and requirements. Typically, these programs come under three categories:

- Cash grants
- Tax credits
- In-kind services

Within these categories, training grants and credits may be statutory, with standardized rates or values requiring only proper qualification and documentation, or discretionary, where the total benefit amount is determined by the merits of the training and the business case presented to the governing body.

RSM has the experience to identify and claim statutory programs and help you manage and maximize your receipt of discretionary incentives.
What kind of training is eligible?

Eligibility also varies by jurisdiction. Programs may be tied to improving skill sets aligned with expected growth industries or providing fundamental job skills and creating growth opportunities for the underemployed. Examples include training programs focused on:

- Computer skills
- New production methods
- Advanced equipment skills
- Sales techniques
- Customer service skills
- Vocational English as a second language
- Computer Numerical Control (CNC) skills
- Management principles
- Materials resource planning

Understanding your business

At RSM, we take a holistic approach to training grants and credits, and that approach starts with understanding your business. Before pursuing any specific incentive programs, we will meet with your team to understand your business goals, as well as past and planned activity related to workforce development. RSM is experienced in pursuing state, regional and local grants for both new hire and incumbent training. Our success in securing training grants and credits has stemmed from a well-developed approach and incentives professionals with key relationships that will benefit companies pursuing grant and credit opportunities.

We administer high-volume and large-scale training projects. Companies can expect an organized and orderly approach to grant compliance, problem resolution and receipt of payment.

Our services include:

- Training grant and credit identification
- Opportunity feasibility analysis
- Training proposal and application assistance
- Negotiation and re-negotiation assistance for new or existing training agreements
- Compliance and reporting for existing or multi-year grants and credits

Examples of training incentives procured for our clients:

- $250,000 secured for a health care company through the JobsOhio training grant
- $150,000 incentive to fully underwrite on-the-job training for a food company, with funds to support lost time, equipment needs and safety training
- $168,000 California ETP grant to assist a software company with expenses related to hiring and certifying 50 new employees
- $40,000 in on-the-job training benefits received through the Indiana Skills Enhancement Fund training grant for a staffing company that was operating as a third-party contract manufacturer in the state
- $700,000 in combined incentives through the Indiana EDGE credit, received as part of a renegotiation of a previous package offer in order to improve the client’s opportunity to realize the full incentive value

With the RSM team on your side, you can be confident that your workforce development efforts are aligned with available tax incentives to create more opportunities for your people and your business.

That’s the power of RSM. The power of being understood.®