

SKILLS RETRAINING/CREDENTIALLING

Skills Retraining Grant



This model policy outlines a two-part grant for skills retraining/credentialing. The first grant (Workforce Reskilling Grant) provides funding for the individual looking to reskill and the second provides a financial incentive for employers to offer and providing high-quality training opportunities to their employees or new hires. Both grants have the guardrails of only being within in-demand sectors for the state to help ensure the programs are both beneficial for the individual and that state.

[Download Model Policy Template](#)

Related policies that increase overall impact

- [Stackable Degrees and Credentials](#)
- [Industry Engagement Incentives](#)
- [Program Quality Measures](#)

Skills Retraining Grant Model Policy

SECTION 1. DEFINITIONS

As used in this section, the terms have the following meanings:

- (1) “Approved training program” means employer run training programs that have been vetted and approved by the managing agency.
- (2) “Eligible individual” means a learner who:
 - (a) Is a (state) resident and a U.S. Citizen (or eligible non-citizen);
 - (b) Has a high school diploma (or equivalent) but less than a college degree;
 - (c) Is eligible for state financial aid and file the FAFSA (for certain programs and providers);
 - (d) Enrolls in a qualifying program at an approved training provider; and
 - (e) Meets any additional requirements for certain training providers and programs.
- (3) “Qualifying Programs” means an approved training program at an institution of higher education or approved employer training program. Qualifying programs can result in non-degree and credit bearing credentials. Qualifying programs must be within qualifying industry sectors. *Option: Qualifying programs can culminate in an associate’s degree.*
- (4) “Qualifying Industry Sectors” means the (number) approved of industry sectors that based on data reviewed by the managing agency are determined to be high-growth and/or high-demand sectors for (state).

SECTION 2. GRANTS OVERSIGHT

- (1) The (department of workforce development) is charged as the managing agency with oversight and rulemaking of both the workforce reskilling grant and employer engagement grant.



- (2) The *(department of workforce development)* in collaboration with *(department of labor, department of higher education, business and industry)* shall, every three years, review and publish the qualifying industry sectors allowable for qualifying programs.
- (3) *(Note: If a process to identify the high-growth and/or high-demand sectors already exists remove Section 2(iii) and replace with statute reference)*

SECTION 3. WORKFORCE RESKILLING GRANT

- (1) It is hereby established the Workforce Reskilling Grant that provides funds to cover tuition and mandatory fees for eligible individuals in qualifying programs, beginning in fiscal *(year)*.
- (2) The amount of the grant shall be equal to the actual tuition and fees charged to an eligible student to complete the eligible non-degree credential, credit bearing certificate or associates degree, after all federal non-loan aid, state student aid, and scholarships are applied.
- (3) The *(department of workforce development)* shall annually designate qualifying programs by *(date)* of each year. The *(department of workforce development)* shall annually review the list of eligible programs of study and make changes to the program list as it determines appropriate.
- (4) The *(department of workforce development)* in collaboration with *(department of labor, department of higher education)* shall develop a job matching and career planning site for individuals to review and compare qualifying programs.

SECTION 4. EMPLOYER TRAINING GRANT

- (1) It is hereby established the Employer Training Grant to provide incentive funding for employers that offer qualifying training programs and/or hire and retain for up to 6 months eligible individuals who have completed qualifying programs.
- (2) The *(department of workforce development)* is charged as the managing agency with oversight and leadership of both the workforce reskilling grant and employer engagement grant.
- (3) Employers may qualify for a reimbursement of up to *(\$ amount)* per employee trained and retained for six months up to *(\$ amount)* per employer
- (4) Eligibility criteria for an approved training provider must, at a minimum, include:
 - (a) Occupational skills training that aligns to one qualifying industry sectors.
 - (b) At least *(number hours)* in length at a minimum resulting in a certificate or credential upon completion.
 - (c) Ensure a wage gain at the completion of training for current employees trained to new skill sets

SECTION 5. REPORTING REQUIREMENTS

- (1) By *(date)* of each year, the *(department of workforce development)* shall submit a report to the Governor, the *(President of the Senate)*, and the *(Speaker of the House of Representatives)* on the skills retraining



grants. The report shall include, at a minimum, the following information broken down by region, industry and participant demographics:

- (a) Total number of participants and completers of Workforce Reskilling Grant and Employer Training Grant.
- (b) In year 3 and 5 of the program a return-on-investment analysis of the impact of the grants on items such as employment and wages shall be included in the report.

SECTION 6. EFFECTIVE DATE

This act shall take effect upon becoming a law.

