

Job Training Incentive Program (JTIP)

Policy items under consideration for amendment in FY2021

Note: Current policy is in italics. Proposed policy is underlined and highlighted in yellow.

1. **Wage Requirements**—additional language that allows projects also tied to LEDA and approved in FY's 21, 22, 23 and 24 to maintain wage requirements effective in first year of JTIP approval throughout LEDA PPA period, as was approved for FY20.

The JTIP board may uphold the FY2019 wage requirements beyond fiscal year 2019 under the following circumstances: 1) For companies that have engaged with the Economic Development Department through a Local Economic Development Act (LEDA) agreement prior to December, 2019 for the length of the Project Participation Agreement (PPA) contract period, provided the company meets job creation requirements within that period and wages do not fall below the statewide minimum wage. 2) For companies that have engaged with the Economic Development Department prior to December, 2019 for consideration of business expansion or location and have been presented with a written incentive analysis based on the FY2019 wage requirements. JTIP applications must be submitted for consideration no later than November 13, 2020. FY2019 wage requirements may be upheld for the length of the LEDA PPA contract period provided the company meets job creation requirements within that period and wages do not fall below the statewide minimum wage. The JTIP board may uphold the respective wage requirements for fiscal years 2020-2023 for companies that meet the criteria as listed under items 1 and 2 above. JTIP applications must be submitted for consideration no later than the following dates for the respective fiscal years in order to be considered: FY2020 wages, November 12, 2021; FY2021 wages, November 11, 2022; FY2022, November 10, 2023.

2. **Definition of Rural to align with HWJTC**—revert to previous definitions in JTIP policy to better align with intent of the program and with the High Wage Job Tax Credit.

A rural community is any area located ten miles or more outside the city limits of communities defined as urban in JTIP policy.

3. **Pre-employment rule as it relates to Apprentices**—add language to allow eligibility for trainees who have previously worked for the company while a participant in an Apprenticeship program through the Department of Workforce Solutions. This is along the same lines as the allowance for Interns who have worked at a company prior to board approval.

Individuals who have been employed temporarily in a position classified as intern in order to gain practical training that connects an academic pathway into work based or relevant business experience may be eligible. Individuals who have been employed temporarily in a position classified as apprentice in order gain practical training in a work based program through the Department of Workforce Solutions may be eligible.

Definition of Apprentice for JTIP: Individual who has participated in a work based training program through the Department of Workforce Solutions with the JTIP company.

4. **Staffing Agencies**—update policy to exclude eligibility of trainees hired through a staffing agency.
5. Allow **Sales Engineer positions** to be eligible as direct/production-related as opposed to non-production. Justification is related to education and experience required for these positions. Unlike traditional sales positions, these are often associated with technology jobs and require a high level of education, often an Engineering degree or PhD.
6. Urban companies with 20 employees or more and contract-based call centers statewide, are currently required to provide health insurance to employees, with at least 50% of the premium paid by the employer.

Proposed policy amendment would add the requirement that the health insurance coverage also be at a level that does not inhibit the employees' ability to participate in the health insurance plan, i.e. reasonable out-of-pocket costs and deductibles.

Note: Health plans categorized as Platinum, Gold and Silver have higher premiums, but lower out of pocket costs and deductibles than those at the Bronze or Catastrophic levels.

7. Expand allowance for rural companies with 20 or fewer employees to include production-related jobs claimed on previous JTIP projects in the calculation when applying for non-production jobs on subsequent applications to *all* participating companies in both rural and urban locations, within the past two years.

~~Rural~~ Companies with fewer than 20 employees may include production-related jobs claimed on previous JTIP projects in the calculation when applying for non-production jobs on subsequent applications, within two years of the most recent board approval date.