

New Mexico Job Training Incentive Program, JTIP

Policy Amendments for FY2018

Effective July 1, 2017

The JTIP board meets annually to collect input from companies, economic development partners and the public regarding recommended changes to JTIP policies and procedures. The following is a summary of the changes approved by the JTIP board for FY2018.

ONE-YEAR RESIDENCY REQUIREMENT

To date, policy has required that all JTIP trainees must have lived in NM for at least one continuous year sometime prior to beginning work with the participating company in order to be eligible for JTIP reimbursement. During the 2017 legislative session, the JTIP statute (NMSA § 21-19-7) was amended to remove the one-year residency requirement for high-wage jobs, with the provision that the board employ a preference for trainees who do meet the one-year residency requirement. The JTIP board amended policy to accommodate this change in statute as follows:

The one-year residency requirement may not apply to a trainee hired into an approved high-wage position provided the trainee meets all other JTIP eligibility requirements and moved to New Mexico with the intent of making New Mexico his/her permanent place of residence prior to beginning work with the participating company. All trainees must currently be domiciled in New Mexico. The percentage of wages reimbursed for high-wage positions filled by trainees who do not meet the one-year residency requirement is unique and not subject to any additional wage reimbursement above the standard rate.

- *Companies located in urban areas and Class H counties are reimbursed up to 30% for all eligible training hours.*
- *Companies located in rural areas are reimbursed up to 40% for all eligible training hours.*
- *Companies located in frontier areas are reimbursed up to 50% for all eligible training hours.*

ADDITIONAL REIMBURSEMENT ABOVE STANDARD RATES

Companies have the opportunity to receive additional wage reimbursement up to 10% above the standard rates if the trainees meet certain criteria. The amended language is underlined below:

Companies may combine an additional 5% wage reimbursement for the high-wage jobs with one of the three following conditions for an additional 5% wage reimbursement provided the entry wage is at least the minimum rate for the Job Zone as outlined in the JTIP wage chart for Zones 1, 2, 3 and 4:

- *Trainee has taken the WorkKeys® assessments as part of the hiring process*
- *Trainee has graduated within the past twelve months from a post-secondary training or academic program at a New Mexico institution of higher education*
- *Trainee is a U.S. Veteran*

For example, if the Job is a Zone 2 and an urban company is paying an entry wage of \$13.50 per hour, then the company would not be eligible to claim an additional 5% wage reimbursement regardless of whether the trainee meets any of the three criteria for the additional wage reimbursement.

Job Zone	Definitions	SVP Range/ Conversions	Hours	Min. Wage @ Hiring URBAN	Min. Wage @ Hiring RURAL	Days	Weeks
1	Little or no preparation needed	Below 4.0	320	11.00	9.50	40	8
2a	Some preparation needed	4.0 to < 6.0	480	12.50	10.00	60	12
2	Some preparation needed	4.0 to < 6.0	640	14.00	10.50	80	16
3a	Medium preparation	6.0 to < 7.0	800	15.50	12.00	100	20
3	Medium preparation	6.0 to < 7.0	960	17.00	13.00	120	24
4	Considerable preparation needed	7.0 to < 8.0	1040	20.00	14.00	130	26
	Align with HWJTC	Additional 5%		28.85			

JOB ELIGIBILITY

The number of non-production jobs allowed on a JTIP proposal is limited to 20% of the total number of jobs applied for in the proposal. The board added the following language to allow more flexibility for small rural companies to be able to apply for non-production jobs.

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.

COMPANY QUALIFICATIONS AND REQUIREMENTS

This section of the JTIP policy was revised extensively related to the order and the way the information was categorized. No substantive program changes were made. Rather, clarification and clean-up language was added related to non-retail service sector business eligibility. An explanation of how Headquarters, Shared Services and Customer Support Center operations are eligible is included in this section. Logistics replaces the category previously labeled as Distribution, with both distribution and transloading being under the Logistics category. Definitions of Distribution and Transloading were added to the Glossary section.