Training Grants

**So where is the Money?**

Federal, state and local governmental agencies are a valuable source for workplace training grants to help fund your projects. They usually fall under the category of economic development. States are always in competition for new industry as well as retaining their current tax base from industry – big or small! Providing grant money is one way they can do that.

Currently when companies are exploring new sites to start, or to expand their businesses, they frequently look at the educational resources and the geographic profiles that exist in that state or city. This tells them whether, if they were to build or relocate to this area, the education/skills would be available to satisfy their staffing needs. It would be a waste of time and resources to move to an area where they would have to train all the people from scratch. Because of this, states encourage continuous skill upgrading with incentives in the form of grants.

Training Grants are usually available for one or all of the following reasons:

* To attract new industry
* To upgrade the skill sets of a company so they can remain in business
* To help the expansion of a business
* To support a TIF\* designated area
* To improve literacy skills

**The logic is simple:**

* New industry and business expansion brings in new jobs and new tax money – economic development!
* A company that must upgrade their skills to keep up with technology might have to close if there were no financial incentives available, meaning a loss of tax revenue.
* A TIF\* area, by definition, is usually an area not conducive to growth. It may be deteriorating or have become an unattractive location for financial reasons (hard to attract workers, poor transportation cost, etc.). Being designated a TIF area brings the infusion of many incentives that will revitalize the area and the business – training dollars for skills upgrade is just one of those incentives.

TIF stands for TAX INCREMENT FINANCING program. It was developed to eliminate blighted conditions found to be present in some industrial, commercial and residential areas. The TIF program provides financial assistance to stimulate private investment in the area, to upgrade it, and attract new development. Not all cities and states have this but may have something similar.

Training Grants

**Looking…in all the RIGHT Places**

Since each state is different there isn’t just one contact, number, or website with this information. Here are some ideas to get you started.

**Literacy Grants**

These typically cover Adult Basic Education (ABE) classes and English as a Second Language (ESL) classes.

* Department of Education, Washington, D.C.
* State Department of Education
* Secretary of State’s Office
* Community Colleges

**General Information about Literacy Grants**

These grants usually are small ($1-15K) and, as most grant money, meant to be “seed money” to get a program started at your location. Federal grants are much harder to obtain, but have a higher dollar value. If you are a large company, with many field locations, it can improve your chances by applying jointly for federal funding. Likewise, if it is a state grant and all the locations reside in that state you have an advantage.

**Economic Development Grants**

These grants tend to be larger and cover companies’ growth needs, as mentioned on the previous page. Here are some of the most common names and organizations where these grants can be found.

* State/City Department of Economic Development
* Employers/Industrial Training Program
* Chamber of Commerce
* Small Business Administration
* National Alliance of Business
* Your Local Community College’s Business and Industry Department

**Additional Resources\***

Although the above agencies will be your primary resources, you should also consider the many Employers Groups, professional organizations/associations and Not for Profit Community Based Organizations (CBO’s) who are highly skilled in providing customized training. Some recognized CBO’s that may be in your area are Jewish Vocational Services, Urban League, Catholic Charities to mention just a few. Even if they can’t help you, they can usually refer you to additional resources.

\*In-depth grant information can be found in The Project Management Workbook; Field Proven Strategies for Managing Your Greatest Asset, by Nancy B. Cobb, McGraw-Hill, 2002.