



Workforce Development Resource Matrix

Financial incentives and resources available to members in Minnesota

Workforce Development Training Programs & Resources in Minnesota

The print industry is facing an unprecedented shortage in skilled labor. This fact has a significant impact on our member's bottom line. The good news is, there are numerous resources, financial incentives, programs and experts available to assist in preparing tomorrow's print industry workforce.

Here are those resources available to our members in Minnesota.

Internship/Youth Programs

Internships are a way for students to gain exposure and experience in an industry by working within an organization. Interns are either paid or unpaid, depending on the organization and the educational value obtained. Internships for college students are often mandatory as part of their curriculum. Internships of this nature are credit bearing, require validation of specific learning goals, and are required to graduate.

Minnesota Programs for Internships

Minnesota
SciTechsperience

SciTechsperience connects college students in science, technology, engineering and math (STEM) disciplines with paid internships that provide rewarding hands-on experience in small to mid-sized Minnesota businesses. Companies receive assistance finding qualified candidates and a \$1:\$1 matching stipend to cover 50% of the intern's wages (capped at \$2,500) when they hire a student through SciTechsperience.

This program is available to employers with fewer than 250 employees worldwide. It would only be applicable to jobs focused on technology. Begin by contacting program staff for more information and to get your company approved. Employer enrollment is at <http://scitechmn.org/jobs/registerbiz.php>

Contact: Becky Siekmeier
SciTechsperience Program Director
Minnesota High Tech Association,
952.230.4241
SciTechMN@mhta.org

Registered Apprenticeship

Registered apprenticeship is a structured and formalized technical instruction coupled with on-the-job training program within an organization or for an industry consortium. Apprenticeships include a written contract between the apprentice and the sponsor. Registered apprentices require a written contract with employees/ trainees that designates learning objectives, training and work schedules, starting pay and periodic pay increases. This formal instruction is approved by and registered with the State's Department of Labor and trainees are certified by the State's Department of Labor or the United States Department of Labor.

Minnesota Programs for Registered Apprenticeships

Minnesota PIPELINE Program	PIPELINE serves as a catalyst for developing industry-based, employer-driven, dual-training programs. Targeting four industries, advanced manufacturing, agriculture, health care services, and information technology. The program provides funding and technical assistance to develop OJT along with formal education. The program is more flexible than a formal apprenticeship.	Pipeline program staff approve specific occupations within each industry and create a competency pyramid to guide and evaluate education goals. Printing does not currently have approved occupations, but does qualify as a manufacturing industry. Interested businesses should contact program staff to begin the process.	Contact: Annie Welch, Program Manager, annie.welch@state.mn.us at DLI & Jacquelynn Mol Sletten, jacquelynn.mol.sletten@state.mn.us or (651) 355-0609, at MN Office of Higher Education
Minnesota Apprenticeship Initiative (MAI)	MAI grant to help employers create or expand registered apprenticeship programs in advanced manufacturing, agriculture, healthcare, information technology and transportation. Approved employers will receive funds to offset their costs related to program development, instruction and supplies.	Application information is available via webinar at http://www.dli.mn.gov/APPR/PDF/mai-webinar-0118.pdf . Last RFP January 2018. Next RFP not announced.	Contact: Carrie Fink, MAI project manager, (651) 259-7252 or carrie.fink@state.mn.us . or LaRohn Latimer Field Representative, Larohn.Latimer@state.mn.us , (651) 284-5223 or Leslie Philmon, Field Representative, Leslie.Philmon@state.mn.us , (651) 284-5330
Minnesota Registered Apprenticeships	Apprenticeship is a formal system of employee training that combines on-the-job training with related technical instruction. Apprenticeships include a written contract between the apprentice and the sponsor, approved by and registered with the state of Minnesota, that specifies the length of the training, school hours, an outline of the skills of the trade to be learned and the wages the apprentice will receive.	To receive technical assistance, fax a letter on your company letterhead to (651) 284-5740 requesting information to assist you in preparing for a visit from an apprenticeship training field representative; call (651) 284-5005 or 1-800-342-5354 and request more information	Contact: LaRohn Latimer Apprenticeship Field Representative Larohn.Latimer@state.mn.us , (651) 284-5223 or Leslie Philmon Apprenticeship Field Representative, Leslie.Philmon@state.mn.us , (651) 284-5330

Workforce/Economic Development

The predominant understanding of workforce development refers to the education and training of individuals with community sustainability and economic security in mind. Workforce development is an education model that accounts for the knowledge and skills of work, often considering local industry and business needs, and prepare individuals for a broad or specific career pathway. Traditionally, workforce development was seen as separate and distinct from economic development strategies, but as workforce has become an increasing concern for employers, public policies and programs are beginning to use workforce development and economic development interchangeably. In many cases, tax credits or grants are available for growing a business and/or industry which needs trained employees and WIOA (Workforce Investment Opportunity Act) dollars are available to prepare hidden talent pools for employment.

Minnesota Programs for Workforce and Economic Development

Minnesota Job Training Incentive Program	Program provides training grants of up to \$200,000 to new or expanding businesses in Greater Minnesota. Businesses are required to match the grant on a .5:1 basis. Funding is available to businesses located outside the seven county metropolitan area or located in the cities of Hanover, Rockford, Northfield and New Prague that are adding at least three new jobs. The new jobs must pay wages at least equal to the median weekly wage for the county in which the jobs are located.	Begin with a review of the application or discussion with the program staff. Complete the application. Application must score 30 points to receive funding. Once approved, businesses pay a \$500 application fee and must register as a State of Minnesota vendor to receive funding.	Contact: Vikki Palony – Southern MN: vikki.palony@state.mn.us , Danielle Kressin – Northern MN: danielle.kressin@state.mn.us
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Federal Tax Program

The tax credits are available to employers to reduce their federal tax liability by up to \$9,600 per new hire. For-profit businesses of any size qualify. 501(c) non-profits qualify for the veteran target groups only, and the tax credit applies to temporary, seasonal, part-time and full-time workers.

Minnesota - Federal Tax Program

Minnesota Work Opportunity	WOTC is a federal tax credit available to all private sector businesses as an incentive to employers to hire workers in certain groups who	Complete two forms: IRS Form 8850 (Pre-Screening Notice and Certification Request) and ETA Form 9061 (Individual	Contact: Karen Marberry Work Opportunity Tax Credit Coordinator Direct: 651-259-7521; Toll Free:
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<p>Tax Credit (WOTC) Nebraska Work Opportunity Tax Credit</p>	<p>consistently experience high rates of unemployment. Employers that hire Nebraska VR's qualified candidates may claim the WOTC. Nebraska VR's Employment Specialists will access our candidate pool to find individuals with skills for your specific job openings then assist with the process required to apply for up to \$2400 in federal tax credits.</p>	<p>Characteristics Form from the U.S. Dept. of Labor) The first step for new users is to register at the Nebraska Enterprise Content Management Portal. Basic information and the business' Federal Tax ID number are required</p>	<p>888-234-5521; Fax: 651-297-7722 Email: deed.wotc@state.mn.us Contact: https://ecmp.nebraska.gov/NDOL-WOTC/Login.aspx</p>
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Customized Training & Community College Partnership

Community colleges and various other training providers will work directly with an individual employer, or consortium of employers, to develop a customized training program to meet the organizations' talent development needs. Often, the delivery of the training is designed for incumbent workers and can be delivered at the training provider, onsite, and/or online. Customized training may also be designed to prepare a future workforce. Often such a program is in collaboration with community-based organizations providing recruitment and basic skill development.

Minnesota Programs to Build College Partnerships

<p>Minnesota Job Skills Partnership</p>	<p>Partnership program focuses on providing training for both new and existing employees of participating businesses who partner with an accredited Minnesota educational institution. Grants are awarded to the educational institution to develop and deliver training specific to the business needs. A cash or in-kind contribution from the participating business must match grant funds on at least a one-to-one basis. A consortium of businesses may also apply.</p>	<p>Contact education partners (high schools, colleges, accredited training providers) Education partner completes the grant application to meet employer needs. Match contribution includes program management, space and equipment used in training, and salaries paid during training.</p>	<p>Contact: Brenda Buckles MN Department of Employment and Economic Development 1st National Bank Building 332 Minnesota Street, Suite E200 St. Paul, MN 55101-1351 Brenda.buckles@state.mn.us 651-259-7514</p>
<p>Minnesota Job Skills Partnership - Pathways</p>	<p>Pathways is part of the MJSP suite of grant programs focused on providing training, new jobs and career paths for people who have incomes at or below 200 percent of the federal poverty guidelines or those who are making a transition from public assistance to work. Employer match contribution is reduced to .5:1.</p>	<p>Contact education partners (high schools, colleges, accredited training providers) Education partner completes the grant application to meet employer needs.</p>	<p>Contact: Brenda Buckles MN Department of Employment and Economic Development Brenda.buckles@state.mn.us 651-259-7514</p>

Adult Education

Adult education programs are provided to students who are typically older than 16 and not enrolled in a high school. These programs help students work towards securing a high school credential, learning English, improving basic skills such as literacy and math, and/or preparing for post-secondary education or employment. Funding sources come from both federal and state funds, and the program is either free or provided at a low cost to students. The education is provided at a local community college or community-based organization.

These programs are managed by local school districts. For more information contact your local school district or state Department of Education.