

Colorado 1st

Job Training Grant Program

The Colorado 1st job training program provides grants to eligible Colorado companies that incentivize business growth by investing in workforce training. By reimbursing costs associated with job training, the programs increase transferable job skills that both support the company's competitiveness and enhance worker's resumes and long-term employment opportunities. Front Range Community College's Corporate Solutions team assists you in applying for these grant funds, and implementing training and professional development courses once awarded.

Program Description:

- Following are the maximum request amounts:
 - ✓ Colorado First - \$1,400 p/ FTE
 - ✓ Existing Industry - \$1,200 p/ FTE
 - ✓ Total application amount per period is \$150,000
- The **Colorado FIRST (CF)** training program is available to companies relocating to or expanding in Colorado and provides funds only to **net** new employees (not turnover within existing positions) hired within the previous 12 months from the date of the application. You can apply for a CF grant every year.
- The **Existing Industry (EI)** training program focuses on providing assistance to established Colorado companies in order to remain competitive within their industry, adapt to new technology and prevent layoffs. You can only apply for an EI grant every other year.
- The training programs are a partnership between the Colorado Office of Economic Development and International Trade and the Colorado Community College System and are managed through the local community colleges.

Application Process:

Companies can use college training services, 3rd party trainers, or internal curriculum for grant funded training. Formal quotes and outlines must be submitted with the application for all 3rd party and internal training. Contact FRCC Corporate Solutions for application forms.

Application Submission	Training Period
Any time between August 4 th -April 1 st	From the date of the award notice through May 31, 2019

Requirements/Eligibility:

- Companies must pay an average hourly wage of at least \$13.00/hour in urban counties and at least minimum wage in rural counties.
- Grant funded training must be for permanent, full-time (32-hour), non-seasonal, non-retail employees eligible to work in the US which have significant career opportunities and require substantive instruction.
- EI grant applicants must offer health benefits to employees and disclose the last three years of financial documents (These are NOT required for CF grants).
- Applications are reviewed on a **competitive** basis. Factors considered include: Customized job enhancing skills, number of trainees, community college training participation, state geographic representation, industry diversification, and projected wage levels. Focus is placed on the following industries: advanced manufacturing, bioscience, aerospace, energy & natural resources, advanced technology, electronics and infrastructure engineering.
- Companies must contribute a minimum of 40% to the total costs of grant-funded training (this is typically a 20-30% cash match, and the remainder can be in-kind match [i.e. employee wages in training])
- An on-site company visit by OEDIT and CCCS representatives is required.
- 501(c)(3) applications accepted.
- Companies applying for and receiving Existing Industry program funds must offer health insurance to employees and disclose the past two years of financial documents.
- Colorado First applicants are not required to offer health insurance if the company has been in business fewer than three years.
- Federal or state mandated training (e.g. Occupational Safety and Health Administration [OSHA] / Commercial Driver's License [CDL]) is not eligible for grant funding.

- Learners must sign an affidavit to certify their participation in grant funded training.
- Grant funded training may not begin until the training proposal has been approved by the state administrators.

Sample Competitive Training Topics:

ESSENTIAL SKILLS AND LEADERSHIP

Manufacturing Management skill training series
Business Acumen
Building Positive Relationships in the Workplace
Building Trust
Strategic Thinking
Change Management
Coaching and Mentoring
Communicating with Different Styles/Diversity
Conflict Management and Resolution
Handling Difficult Conversations
Creative Problem Solving and Decision Making
Crucial Conversations
Developing Leadership Presence
Emotional Intelligence
Empowerment and Delegation
Group Facilitation
Interpersonal Skills and Communication
Leading Yourself, Others, and the Organization
Managing Teams
Managing Work Expectations
Performance Management
Setting Expectations, Goals, and Objectives
Strategic Leadership and Engagement
Supervisory and Management Skills
Team Building
Team Vision and Values
Time Management
Train the Trainer

IT AND BUSINESS ESSENTIALS

Microsoft Office Suite
Excel, Word, Access, OneNote, PowerPoint
Office 365
Agile Project Management
Scrum

Project Management
PMP Test Prep

Budgeting/Accounting
Business Ethics
Business Writing

Workplace Conversational Spanish- English as Second Language
Customer Service Essentials
Effective Presentation Skills
Employment Law

CONTINUOUS IMPROVEMENT AND QUALITY

ISO standards
ISO internal auditor
Process/Strategy Improvement/Value Stream Mapping
Quality Management/ISO/Kaizen
Six Sigma (Yellow Belt, Green Belt, Black Belt)
Lean Manufacturing
Lean for Office
Custom Lean Implementation & Coaching
Theory of Constraints
Problem Solving

TECHNICAL

Advanced Manufacturing Technology
Geometric Dimensioning & Tolerancing (GD&T)
Good Manufacturing Practices/cGMP
Machining
Industrial Maintenance – Electrical, Fluid Power,
Machine Maintenance Shop math, Reading
Schematics Practical
Problem Solving Methods & Application

Larimer, Weld and North Boulder County

Erin Fink Smith
Director of Corporate Solutions
970.231.7247
Erin.smith@frontrange.edu

Adams, Boulder, Broomfield Counties

Claudia Ossola
Director of Corporate Solutions
303.404.5461
Claudia.ossola@frontrange.edu