RAPID EMPLOYMENT
JOB TRAINING GRANT

In response to the unemployment impact of COVID-19, Arizona has established a financial program to support employers and continue reenergizing Arizona's economy. The Rapid Employment Job Training Grant provides support by reimbursing costs associated with training substantial numbers of new employees quickly.

What costs are covered?
The grant covers approved training or course development costs for the time and expenses associated with new employees in dedicated training environments.

Uncovered costs: food & beverages, training program application costs, relocation expenses, fringe benefits

Who qualifies?
Public or private organizations, entities or sole proprietorships who have hired new employees and provided online or in-person training.

Non-eligible: churches, schools, and public service corporations

Who counts as a new employee?
New employees hired from March 1, 2020 to September 1, 2020.

How to apply
Applying for the Rapid Employment Job Training Grant is a simple process. The application will require a brief explanation of the company's training to be provided, identification of a training provider, if applicable, and the calculation of a training budget.

Applications are accepted on a rolling basis until September 1, 2020. Applicants will be notified by email if they are awarded a grant.

Complete the application here.
Arizona’s Job Training Grants

The Arizona Commerce Authority also houses a Job Training Grant. Though similar in its mission to relieve the costs of providing quality training for new employees, the Rapid Employment Job Training Grant Program is designed for businesses looking to immediately train new employees.

### RAPID EMPLOYMENT JOB TRAINING GRANT

- **Purpose**: Reimburse training expenses related to hiring/training between March 1, 2020 and September 1, 2020
- **Scope of Expenses**: Broad except for those prohibited by statute (see below); trainee wages allowed for time dedicated to training
- **Submission Process**: Few forms filled out and submitted via online portal on a rolling basis
- **Approval Process**: Committee reviews applications; no contract (approval letter only)
- **Reimbursement Request Process**: Submit form and a couple of documents for due diligence
- **Reimbursement Request Timing**: At most once a month
- **Total Per Applicant Cap**: $1.3 million per statute
- **Per Employee Cap**: $5,000 per new employee
- **Multiple Approvals**: May have multiple approvals for the same entity
- **Match Requirement**: No
- **Qualifying Wage Rate**: None

### TRADITIONAL JOB TRAINING GRANT

- **Purpose**: Reimburse job-specific training expenses for hiring/training that occurs over 12-18 months; hiring and training must occur after the application submission date, not retroactively
- **Scope of Expenses**: No trainee wages, limits on site/venue costs and other expenses
- **Submission Process**: Multiple forms submitted via online portal by a predetermined date
- **Approval Process**: May be competitive depending on response; mutually executed contract; 1% processing fee
- **Reimbursement Request Process**: Submit form and several supporting documents, including unemployment tax and wage reports; all expenses must be paid in full and all training must be complete at the time of reimbursement
- **Reimbursement Request Timing**: Quarterly progress reports
- **Total Per Applicant Cap**: $1.3 million per statute
- **Per Employee Cap**: $8,000 per new employee small/rural; $5,000 per new employee urban – payment limited to the net increase in total employment
- **Multiple Approvals**: Only one active contract per entity
- **Match Requirement**: Minimum 25% Match Requirement
- **Qualifying Wage Rate**: Based on County Median Wage; location and size of entity

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**Prohibited Costs (see A.R.S. §41-1544(I))**:
1. Fringe benefits, food and beverages, recruitment and signing bonuses for trainees and trainers.
2. Employer costs to complete a program application.
3. Except for small businesses (fewer than 100 employees), training expenses for partners or corporate officers.
4. Employee relocation expenses.
5. Training or course development costs that are not part of the employer’s approved training plan.
6. Costs for assessing the training needs of employees.
7. Drug or other testing costs for employee screening or prescreening purposes.
8. Costs for trade shows and conferences or seminars that do not result in a skill certificate that is earned by an employee.

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Contact us to learn more about additional programs and the benefits of doing business in Arizona.

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