



JOB SKILLS TRAINING PROGRAM

November 9, 2018

“Our project was an overwhelming success. The tools we were given have improved our efficiency, profitability, and allowed us to add headcount as we became more competitive in the marketplace. This gives us a solid foundation to continue our growth in the manufacturing sector in Southwest Washington.”

Spencer Wiggins, president, Northwest Motor Sales and Service, working with Lower Columbia College and Impact Washington

Affordable Training for a Competitive World

For 35 years, Washington business owners have turned to the Job Skills Training Program for affordable employee training programs.

Established by the Legislature in 1983, the program offers a dollar-for-dollar matching grant to help businesses train their experienced and new employees.

Training can come from community and technical colleges, public and nonprofit universities and licensed private career schools in Washington.

Employers get exactly the training they need – their schedule, their topics, their location, their way. In return, they contribute at least 50 percent of training expenses through cash, in-kind payments or a combination of both.

The program helps employers and workers alike stay up-to-speed in a competitive marketplace, boosting profitability and employability.

In-kind Payments

One of the benefits of the Job Skills Training Program is that it allows businesses to pay their 50 percent share in the form of “in-kind payments.” Rather than paying out-of-pocket, employers can meet their required match by providing materials, supplies and equipment, and by forgoing production hours while their employees train.

Businesses with reported gross business income of less than \$500,000 are exempt from the dollar-for-dollar match.

The Whole State Benefits

Job Skills grants are distributed to all corners of the state, including rural areas. They primarily serve areas where:

- There is a shortage of skilled labor to meet businesses’ needs;
- Upgrading employee skills is necessary to avoid layoffs;
- New businesses or industry clusters need a skilled labor pool; and
- Communities struggle with high unemployment.

The Washington State Board for Community and Technical Colleges administers the program with guidance from an advisory committee made up of representatives from business, labor and public and private educational institutions. A subcommittee meets to review, provide input, and recommend applications for the grants.

Representatives of the Department of Commerce and the Workforce Training and Education Coordinating Board also participate in the review process.

2015-2017 Distribution of Grants

Higher education institutions apply for the grants jointly with local businesses. In 2015-17, 111 businesses received training through the Job Skills Training Program, with all the training provided by community and technical colleges.

Distribution by Region

Region	Number of JSP Projects in Region	Percent of JSP Projects in Region	Number of JSP Trainees by Region	Percent of JSP Trainees in Region	JSP Funds Awarded by Region	Percent of JSP Funds Awarded by Region
Puget Sound (King, Pierce & Snohomish)	40	62.50%	3157	51.47%	\$3,336,011	62.20%
Balance of State – West	10	15.63%	459	7.48%	\$496,778	9.26%
Balance of State – East	14	21.88%	2518	41.05%	\$1,530,271	28.53%
Total	64	100%	6134	100%	\$5,363,060	100%

Distribution by Employer Size

Employer Size by Number of Employees in Washington	Number Companies Served	Percent Companies Served	Number of JSP Trainees	Percent of JSP Trainees	JSP Funding Awarded
Small (1-50)	18	18.75%	417	6.80%	\$631,053
Medium (51-250)	41	42.71%	1664	27.13%	\$1,778,710
Large (251+)	37	38.54%	4053	66.07%	\$2,953,298
Total	96*	100%	6134	100%	\$5,363,060

Distribution of Companies by Industry

Manufacturing 80 companies		All Other Industries 16 companies
26–Aerospace	9–Wood/Paper Products	5–Healthcare & Biomedical
8–Electronics/High Tech	5–Marine	3–Retail/Wholesale
4–Medical Devices	28–Other Including: Industrial Equipment, Composites, Chemicals, Auto, Steel, etc.	8–Other Including: Housing/Real Estate, Transportation, Hospitality, Agriculture

*64 JSP projects engaged 96 individual companies (unduplicated count). Several companies participated in multiple projects, including consortia trainings. The total number of companies participating in the 64 awarded projects is 111.