PRINTING INDUSTRY midwest

Workforce Development Resource Matrix

Financial incentives and resources available in IA, MN, NE, SD, and ND

While the graphic communications industry faces an unprecedented shortage in skilled labor, the good news is there are numerous resources, financial incentives, programs and experts available to assist in preparing tomorrow's print industry workforce. To address this area of need, PIM employed experts to explore resources available to members today, in their respective states, that can have a positive impact on workforce development.

The following resource matrix includes descriptions, requirements, available funding, and application details in the following areas:

- Registered Apprenticeships
- Internship/Youth Programs
- Workforce/Economic Development
- Federal Tax Programs
- Customized Training & Community College Partnership

For support in understanding which programs apply to your company's specific needs, or for application writing support, contact PIM for details.

Registered Apprenticeships

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 Stated Department of Labor.

Iowa Apprenticeship Program (15B)	Provides funding for more than 1,000 occupations eligible for apprenticeship training grants, from accounting specialists to nurses. The program is administered by the Iowa Economic Development Authority (IEDA) in coordination with the United States Department of Labor (DOL), Office of Apprenticeship (OA).	Must begin with having an approved apprenticeship. Contact US DOL, Iowa Office. Grant application is online, due by February 1 of each year. https://www.iowa.gov/15b/	Contact: US Department of Labor, Iowa Office Contact - Greer Sisson, 515.284.4690, sisson.greer@dol.gov Iowa Workforce Development, Amy Beller, 515-725-1035, amy.beller@iwd.iowa.gov https://www.earnandlearniowa.gov/
Iowa Apprenticeship Program for Small and Midsize Businesses	Provides funding for development costs related to new apprentice within small and mid-sized companies. Designed for companies with fewer than 10 apprentices. This is a new program with additional information available soon. Iowa state legislature has committed $1,000,000.00 to this program.	Must begin with having an approved apprenticeship. Contact US DOL, Iowa Office.	Contact: US Department of Labor, Iowa Office Contact - Greer Sisson, 515.284.4690, sisson.greer@dol.gov Iowa Workforce Development, Amy Beller, 515-725-1035, amy.beller@iwd.iowa.gov https://www.earnandlearniowa.gov/
Minnesota Pipeline (Private Investment, Public Education, Labor and Industry Experience)	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: MN Dept. of Labor & Industry, Annie Welch, Program Manager, 651-284-5353, annie.welch@state.mn.us MN Dept. of Higher Education, Jacquelynn Mol Sletten, 651-642-0675, jacquelynn.mol.sletten@state.mn.us

Minnesota Apprenticeship Initiative	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 June 2020. Next RFP not announced.	Contact: -Jason Wadell, MAI project manager, 651-259-7552 or jason.wadell@state.mn.us. -LaRohn Latimer Field Representative, Larohn.Latimer@state.mn.us, 651-284-5223 -Leslie Philmon, Field Representative, Leslie.Philmon@state.mn.us, 651-284-5330 https://www.dli.mn.gov/mai
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. Minnesota's apprenticeship program allows employers to design their own apprenticeship program that provides apprentices with specific skills, training and job-related instruction tailored to the company's needs.	To receive technical assistance, an Apprenticeship Minnesota representative will meet with you to discuss your options. Contact: dli.apprenticeship@state.mn.us or 651-284-5090	Contact: -LaRohn Latimer Field Representative, Larohn.Latimer@state.mn.us, 651-284-5223 -Leslie Philmon, Field Representative, Leslie.Philmon@state.mn.us, 651-284-5330 Website: ApprenticeshipMN.com
Nebraska Registered Apprenticeship	Registered apprenticeships are innovative work-based learning and postsecondary earn-and-learn models that meet national standards for registration with the U.S. Department of Labor (or federally recognized State Apprenticeship Agencies. They provide on-the-job training while safeguarding the welfare of apprentices. Nebraska program appears to be managed by US Department of Labor.	Nebraska provides a number of resources for employers looking to sponsor an apprenticeship. To access these resources got to: https://www.dol.nebraska.gov/EmploymentAndTraining/Training/RegisteredApprenticeship/SponsorsAndEmployers	Contact: Elliot Cain, Job Training Program Coordinator-Apprenticeship Nebraska Department of Labor 550 South 16th Street Lincoln, NE 68509 Phone: 402-471-1050 E-mail: Elliot.Cain@nebraska.gov

North Dakota Registered Apprenticeship	Formal, on-the-job training program sponsored by individual employers, joint employer and labor groups, and/or employer associations. Some funds may be available to pay for industry recognized credentials, matching funds for new apprenticeship wages, accelerated, intense training to skill-up individuals to prepare them for apprenticeship or veteran apprenticeship programs.	Conduct a brief company assessment on areas of hiring demand and current training systems and assess skill demand and learning outcomes for the specific occupation. Contact the North Dakota Apprenticeship Program Coordinator. Additional Resources are Available at	Contact: Apprenticeship Program Coordinator Barry Dutton, State Director, 701-250-4700, dutton.barry@dol.gov Resource -https://www.workforce.nd.gov/workforce/apprenticeship/
StartToday South Dakota - Apprenticeship	Structured learning is provided by the sponsor, technical schools, or through web-based learning approaches. On-the-Job Training is provided by the business partner or managing business sponsor. A Registered Apprentice must complete a set amount of training hours before a certificate is awarded. Apprentices are paid while they learn with incremental wage increases as their skills increase.	Determine occupation to develop a Registered Apprenticeship program and contact local DLR job service office to discuss training needs and review standards for the occupation.	Website: https://www.starttodaysd.com/ Email: StartToday@state.sd.us South Dakota apprenticeships appear to be administered through the US Department of Labor with local support. Contact Information for regional Department of Labor and Resources offices are available at https://dlr.sd.gov/localoffices/default.aspx

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.

Iowa Internship Program	Program provides grants to small and medium-sized companies in targeted industries to support internship programs with a goal of transitioning interns to full-time employment in Iowa upon graduation. The goal is to retain educated workers in Iowa. For every two dollars of wages earned by the student, one dollar paid by the employer is matched by one dollar.	Begin by considering where an intern could be of value in your company. Next, contact program staff and completing the application. Applications open for the Fall 2020, Spring & Summer 2021. Final deadline is April 30, 2021 for FY21.	Contact: Jennifer Meier 515.348.6199 internships@iowaeda.com Website: https://www.iowaeconomicdevelopment.com/student
Minnesota SciTech Internship with Minnesota High Tech Association	SciTech Internship 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, SciTech Internship Program Director, 952.230.4241, SciTechMN@mhta.org
Nebraska Developing Youth Talent Initiative	Designed to create collaboration between Nebraska businesses and public schools, this program connects 7th and 8th grade students to learning opportunities in the Manufacturing and IT industries. Grant recipients will partner with schools to engage students in participation of hands-on career exploration and relevant workplace-learning opportunities.	Identify school partner. Contact program staff for guidance. Read project review criteria and application at https://opportunity.nebraska.gov/program/nebraska-developing-youth-talent-initiative/	Contact: Karrissa Jyles, Karrissa.Jyles@nebraska.gov, 402-432-0912

Intern Nebraska (InternNE)	InternNE provides financial assistance to businesses who create new internships in Nebraska.	Applications are accepted on a rolling basis and reviewed bi-monthly. To be considered, applicants must meet eligibility requirements and submit a completed application online at https://opportunity.nebraska.gov/wp-content/uploads/2017/05/InternNE-Grant-Program-Guidelines.pdf	Contact: Rose Baker, Customized Job Training Program Coordinator, rose.baker@nebraska.gov, 402-471-1559
North Dakota Operation Intern	Matching program designed to expand the number of new internship, work experience and apprenticeship positions with North Dakota employers. Maximum of $20,000 per employer per funding round and a maximum of $40,000 per biennium.	Funding rounds are done annually. Program details are located at: https://www.workforce.nd.gov/workforce/OperationIntern/	Contact: Kerri Kraft, Work-based Learning Program Coordinator, opintern@nd.gov, 701-328-5300
Dakota Seeds	Funding to support intern employment in South Dakota. Covers 50% of the cost of eligible internships, capped at $2,000. Includes high school, college and additional funding for graduate internships.	Identify regional office for contact http://dlr.sd.gov/localoffices/default.aspx. Program applications must be completed by Nov 15, March 31, July 15, based on internship start date. To learn more: https://sdgoed.com/financing-incentives/dakota-seeds/	Contact: Ann Gesick-Johnson, Dakota Seeds, Governor's Office of Economic Development 2329 N. Career Ave., Suite 221, Sioux Falls, SD 57107, ann.gesick-johnson@state.sd.us, 800-872-6190

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.

Iowa Industrial New Jobs Training (260E)	The program provides businesses expanding Iowa's workforce with new employee training. 260E is designed to increase worker productivity and company profitability. Administered by Iowa's community colleges and financed through bonds sold by the colleges. Depending on wages paid, the business then diverts 1.5% or 3% of the Iowa state withholding taxes generated by the new positions to the community college to retire the bonds. Bonds are retired with dollars that otherwise would have been paid to the state as withholding taxes.	Begin by contacting program staff or your local community college. To learn more about this program: https://www.iowaeconomicdevelopment.com/260E	Contact: Kevin Eppens, 515.348.6158, workforce@iowaeda.com
Iowa High Quality Jobs Program	The High Quality Jobs (HQJ) program provides qualifying businesses assistance to offset some of the costs incurred to locate, expand or modernize an Iowa facility. This flexible program includes loans, forgivable loans, tax credits, exemptions and/or refunds.	Begin with Pre Application Questionnaire available on website (2 pages). Request assistance from program contacts. To learn more about this program: https://www.iowaeconomicdevelopment.com/HQJ	Contact: Alaina Santizo, 515.348.6162, Maicie Pohlman, 515.348.6161, businessfinance@iowaeda.com

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. To learn more about this program: https://mn.gov/deed/business/financing-business/training-grant/jtip/	Contact: Jodie Greising, Director, jodie.greising@state.mn.us, 651-259-7517 General Contact: deed.mjsp@state.mn.us, 651-259-7514
Nebraska Advantage	This is a broad-based series of programs for businesses relocating to or expanding within Nebraska. Incentives begin for businesses adding 10 net jobs (or 5 jobs in rural areas)	Contact business development staff to see if qualified. To learn more about this program: https://opportunity.nebraska.gov/why-nebraska/incentives/	Contact: Business development field staff at https://opportunity.nebraska.gov/contact/ or 800-426-6505
North Dakota New Jobs Training Program	Under program, business obtains funds in the form of a loan, grant, or self-financing option. The loan may be obtained from a commercial lender, local development corporation, the Bank of North Dakota, or other qualified lender. A grant may be obtained from the state, a city, or a local economic development corporation.	Become certified as a primary sector business and complete program application. Primary sector certification can be verified on the North Dakota Dept of Commerce Website.	Contact: Workforce Programs Job Service North Dakota P.O. Box 5507 Bismarck, ND 58506-5507 Phone: 701-328-2812 Email: jsnjt@nd.gov
South Dakota Workforce Development Program	South Dakota's Research Department uses NAICS codes for key industry partners	Currently South Dakota does not include the Print Industry as advanced manufacturing or technology. Only those companies with broader identifications or industry classifications are eligible. To learn more about this program: https://sdgoed.com/financing-incentives/workforce-development/	Contact: Ann Gesick-Johnson, Dakota Seeds, Governor's Office of Economic Development, 2329 N. Career Ave., Suite 221, Sioux Falls, SD 57107, ann.gesick-johnson@state.sd.us or ann.gesick-johsno@sdreadytowork.com, 800-872-6190

Federal Tax Programs

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.

Iowa New Jobs Training Program (260E)	This one-time, corporate income tax credit is available to participants in the New Jobs Training (260E) Program. Iowa offers this credit as an incentive for businesses that provide additional training to employees and expand their workforce.	Tax credit may be claimed on Form IA 133 found on the Iowa Department of Revenue Website	Contact: Beth Balzer, 515.348.6195 opportunities@iowaeda.com
Minnesota Work Opportunity Tax Credit (WOTC)	WOTC is a federal tax credit available to all private sector businesses as an incentive to employers to hire workers in certain groups who consistently experience high rates of unemployment.	Complete two forms: IRS Form 8850 (Pre-Screening Notice and Certification Request) and ETA Form 9061 (Individual Characteristics Form from the U.S. Dept. of Labor)	Contact: Karen Marberry Work Opportunity Tax Credit Coordinator Direct: 651-259-7521; Toll Free: 888-234-5521; Fax: 651-297-7722 Email: deed.wotc@state.mn.us
Nebraska Work Opportunity Tax Credit	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.	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	Contact: Nebraska Department of Labor P.O. Box 94600 Lincoln, NE 68509-4600 Phone: (402) 471-9977 wotchelp@nebraska.gov
North Dakota Work Opportunity Tax Credit (WOTC)	WOTC is a federal income tax credit incentive provided to private sector employers.	Employers must fill out the following forms: IRS Form 8850 (Pre-Screening Notice Form), ETA Form 9061 (individual Characteristics Form & Instructions) To learn more about this program: https://www.jobsnd.com/sites/www/files/documents/jsnd-documents/wotcattentionemployersjsnd5006.pdf	Contact: State WOTC Coordinator: Job Service North Dakota - Workforce Programs, PO BOX 5507, Bismarck, ND 58506-5507, Direct Phone: 701-328-2997, Department Phone: 701-328-2076

South Dakota Work Opportunity Tax Credit	WOTC is a federal income tax credit incentive provided to private sector employers.	Employers may be eligible when they hire job seekers from targeted groups facing employment barriers. The WOTC tax credit is a one-time tax credit for each new hire – and there is no limit to the number of new hires who can qualify an employer for a tax credit. Employer must fill out the following forms: IRS Form 8850 (Pre-Screening Notice Form), ETA Form 9061 (individual Characteristics Form & Instructions) To learn more about this program: https://dlr.sd.gov/workforce_services/wotc/publications/wotc_brochure.pdf	Contact: South Dakota Department of Labor and Regulation Attn: Taunya Charlton, WOTC 420 S. Roosevelt St. P.O. Box 4730 Aberdeen, SD 57402-4730 Phone: 605.626.7652, ext. 4291

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.

Iowa Jobs Training Program (260F)	The program provides job training services to current employees of eligible businesses. Helps companies train current employees with new skills. Eligible businesses work with the local community college, which will assess training needs, determine funds available and provide training.	Contact the community college in your district. Application is through the community college.	Contact: Christine Cavil, 515.348.6157 business@iowaeda.com
Iowa Community College Consortium (260F)	Program provides funding assistance for community college-sponsored training projects in which two or more businesses participate. Iowa's colleges work with eligible businesses to assess training needs, determine funds needed and provide training. Provides valuable employee training at little to no cost	Contact the community college in your district. Application is through the community college.	Contact: Christine Cavil, 515.348.6157 business@iowaeda.com

Iowa Accelerated Career Education (ACE 260-G)	The ACE program is designed to provide businesses with an enhanced, skilled workforce by creating incentives for business engagement with education. ACE assists Iowa's community colleges to either establish or expand programs that train individuals in the occupations most needed by Iowa businesses. Businesses enter an agreement to provide 20% match for academic costs. Tax credits of up to five years are provided to offset costs.	Begin by contacting the program staff or local community college.	Contact: Kevin Eppens, 515.348.6158, workforce@iowaeda.com
Minnesota Job Skills Partnership	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.	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.	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
Minnesota Job Skills Partnership - Pathways	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.	Contact education partners (high schools, colleges, accredited training providers) Education partner completes the grant application to meet employer needs.	Contact: Brenda Buckles MN Department of Employment and Economic Development Brenda.buckles@state.mn.us 651-259-7514

	Employer match contribution is reduced to .5:1.		
Nebraska Customized Training	Funding for training activities that result in increased investment and employment in Nebraska or provide a significant incentive for new jobs or investments to be undertaken in Nebraska or involve retraining of existing workers to upgrade their skills as a result of investment in new capital.	Review application criteria at http://www.neded.org/program/customized-job-training/ Call to determine funding availability (402-471-1559 or 800-426- 6505), Complete and file the application form with DED, Send notification letter to local Community College President	Contact: Rose Baker, Customized Job Training Program Coordinator, rose.baker@nebraska.gov, 402-471-1559
Train ND	State-supported program for the four designated training institutions of higher education (Lake Region State College, North Dakota State College of Science, Bismarck State College and Williston State College). Provide customized training to meet employer-defined needs to help North Dakota's employers maximize productivity and excel in global competition. Note: While TrainND is operated through the four community colleges, its state funding allocation passes through the Department of Career and Technical Education.	Begin by contacting the state university in your region. Ask for the campus Customized Training Manager(s). To learn more about this program: http://trainnd.com/ & http://trainnd.com/uploads/3/2021trainNDbusinessplan.pdf	Get the list of Colleges & Universities in North Dakota at http://www.collegesimply.com/colleges/north-dakota/

About Our Researchers



Jess Lee Niebuhr, Principal, 4S Consulting

Jess Lee Niebuhr builds bridges between organizations, departments, and programs, and is a highly innovative manager of workforce development partnerships, projects and initiatives. Jess is an inclusive leader and experienced resource and personnel manager who inspires others to embrace change and perform at their highest level. An experienced grants and reports writer, she is a go-to professional for creative problem solving and innovative solutions. Over seven years, Jess served as Dean of Workforce Development, Customized Training, and Continuing Education, as well as Media Arts and Technology, Public Services and Library at the Minneapolis Community and Technical College. She also served as Director of the Anoka-Ramsey Community College from 2000-2007.



Dave Kornecki, Partner, Digerati Inc./WorkFountain

Digerati is a leader in talent matching technologies. They connect candidates and employers based on skills, interests and job requirements using sophisticated matching algorithms. The talent matching platform is called WorkFountain. As the Affiliate Partner Engagement Specialist, Dave Kornecki works with the team at WorkFountain to establish and provide ongoing support to strategic partners, comprised of industry and trade associations, business chambers, education and training providers, and community-based organizations. Dave served as Committee Administrator for the Higher Education and Workforce Development Division Office of Minnesota Sen. Terri Bonoff, from 2013-2017. He has been an adjunct lecturer at Northwestern University and Chief of Staff for Illinois Congressman, John Fritchey.

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