

WORKFORCE SERVICES TRAINING

KIT/KIR Program Guidelines

KANSASWORKS is an employer-driven strategic partnership among businesses, economic development organizations, training providers, educational institutions, state agencies and other service agencies. This collaboration operates through local Kansas workforce centers for the purpose of connecting employers to a qualified, well-trained, ready-to-work pool of job seekers to compete in the global marketplace. By serving both employers and job seekers, this integrated system advances the quality of life for Kansas communities.

This overview highlights two of the training programs administered by the Kansas Department of Commerce.

KANSAS INDUSTRIAL TRAINING

The Kansas Industrial Training (KIT) program is designed to assist firms involved in “net new job” creation.

- Firms must show they are creating at least one net new job in the State of Kansas. For new companies, any job that is created in Kansas is a “net new job.” For expanding companies, a “net new job” is any job that is created over and above the employee base, which is determined by calculating the average number of permanent full- and part-time employees over the preceding 12 months.
- Firms that are creating new jobs that do not satisfy the “net new job” requirement may qualify for assistance, subject to approval from the Secretary of the Kansas Department of Commerce.
- Start-up businesses will be required to submit a business plan, complete with five-year financial projection and projected market.

KANSAS INDUSTRIAL RETRAINING

The Kansas Industrial Retraining (KIR) program is designed to assist companies who are restructuring or retraining their workforce.

- Firms must show they are restructuring their business operations or retraining their workforce due to one or more of the following:
 - Incorporation of existing technology (unable to pay for training associated with upgrades to existing technology)
 - Development and incorporation of new technology (unable to pay for training associated with upgrades to existing technology)
 - Diversification of production
 - Development and implementation of new production
- A company must show that employees to be trained are likely to be displaced because of obsolete or inadequate job skills and knowledge.
- A company must retrain at least one existing position.

FUNDING FACTORS

The amount of funding for each project will be determined based upon each of the following factors:

- Effect the funding will have on the retention or creation of jobs and training of the employees.
- Cost efficiency and effectiveness of the project's plan to train the employees.
- Quality of the jobs.
- Economic impact of the project on the community and state.
- Use of a local community college, technical school or university as a training resource for the project.

REIMBURSEMENT PROCESS

- Companies submit an Invoice and Trainee Roster on a monthly or quarterly basis for actual training expenses. In some cases, the agency may require a performance-based contract which modifies the reimbursement schedule and has provisions that link project disbursements to the firm's ability to demonstrate financial stability and profitability.
- Requests for reimbursement must include the Invoice and related supporting documentation such as copies of invoices, receipts or payment vouchers.
- The Trainee Roster must include the class name, date of training, names of the trainees and employee I.D. numbers.
- Reimbursements will be based on the proportion of company matching funds, actual expenses incurred and on the actual number of positions trained in accordance with the company's approved training plan.
- Companies may elect to be reimbursed through electronic funds transfer.
- Jobs must remain filled by an employer for a minimum of six months after the end of a project. The employer must also maintain a significant business operation in Kansas for two years following the completion of training.

HOW TO APPLY FOR FUNDING

Call Workforce Services Training Staff

- The employer must have direct contact with Workforce Services Training Staff or the Regional Director[^] for their area prior to the development of a training application. Staff will determine company eligibility, identify local workforce training contacts, provide guidance and answer questions regarding the application process. When initial eligibility is established, Workforce Services Training Staff or the Regional Director will send the template needed to prepare the training application to the company via e-mail.

[^] To find your local area Regional Director go to KansasCommerce.com, click Workforce Services on the left side and then click Download Regional Map on the right side.

Prepare Your Application

- Using the training template provided by staff, prepare your application. Please note, an application for training new jobs must be submitted separately from an application for training existing jobs.
 - You may opt to have a professional writer develop your application; however, free guidance is available through Workforce Services Training Staff or your local Regional Director. The application procedure is designed to be simple and straightforward.
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Submit Your Completed Application

- Submit your completed application to kitkir@kansascommerce.com.

Processing of the Application

- Once the application is received, it will be assigned to a project manager who will work with the company contact person to develop a contract and final budget amount.
- If a completed training application is not received within 90 days of commencement of the training project, any training funds that have been reserved for the project may be released.

FREQUENTLY ASKED QUESTIONS

What are the eligibility requirements of the programs?

- Priority is given to **Kansas Basic Industries** (manufacturing; multi-state wholesale distribution; regional or national service; agriculture; mining; research and development; interstate transportation; and tourism activities primarily aimed at attracting out-of-state tourists). Non-basic industries are eligible only if some compelling economic benefit to the state can be shown and/or the project has an impact on occupations involved in businesses that play a supporting role in economic development efforts. Such projects might include those targeting severe labor shortages in specific occupations, housing shortages and certain business services. Swine production facilities are not eligible.
- A company must pay an average wage of at least \$11 per hour in Douglas, Johnson, Leavenworth, Sedgwick, Shawnee and Wyandotte counties or \$9.50 per hour in the remaining counties.
- A firm must show adequate financial strength to accomplish the goals of the project. In addition, a firm must be current with its state and federal tax obligation and with repayment to other state and local economic development programs such as Kansas Economic Opportunities Initiative Fund (KEOIF) and Community Development Block Grant (CDBG).
- Companies with similar training needs may submit a joint application with other companies. A qualified training provider, such as a technical school, community college, university or other training entity, must be chosen as the fund administrator for projects involving several firms.
- Recent layoffs may affect a company's ability to participate in either the KIT or KIR program.

How much funding is available?

- An application must be submitted prior to or concurrent with the beginning of the training. The typical funding range of a successful training project has been \$300–700 per trainee.

What matching funds are required?

- KIR projects require at least a dollar-for-dollar match from the company. Indirect, in-kind expenses are not eligible towards the match requirement.
- KIT projects do not require a match from the company.
- Awards for both programs may be less, in some instances, than what was requested. In those cases, the company's match may be higher than the State award.

What types of training expenditures are eligible for reimbursement?

- Examples of eligible expenditures include instructor salaries, curriculum planning and development, travel, materials, supplies, textbooks, manuals, minor training equipment and certain training facility costs.
- Other retraining may be eligible if it represents a significant restructuring of the business operation and is required for all trainees.

What are ineligible training expenditures?

- Trainees' salaries, major equipment, business management consultant fees, fringe benefits for trainers and fees associated with writing a company's training application.
- For KIR projects only, retraining in safety or federal program requirements (OSHA, ADA, etc.) is not eligible for reimbursement unless it is directly related to changes in technology or production activities. In addition, supervisory training is not an eligible expense.

How much time does a company have to complete its training project?

- Training contracts are usually 12 to 18 months in length.

How many times can a firm utilize the programs?

- Companies are eligible for no more than two KIR contracts within a four-year period.
- Companies may apply in consecutive years to utilize the KIT program.
- Companies must close out previous projects prior to applying for new projects.

When can a company submit a training application?

- An application must be submitted prior to or concurrent with the beginning of the hiring phase or training phase.
- Although funding is limited, applications are accepted throughout the year.

Need more information?

- Call (785) 296-0607 or e-mail kitkir@kansascommerce.com.



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