



JOB SKILLS TRAINING PROGRAM

MARCH 2023

“As a result of the Job Skills Program, several employees were promoted and multiple employees were cross-trained to ensure coverage during the challenges COVID19 presented over the past year. The JSP grant program and partnering with Community Colleges of Spokane is highly recommended to advance the skills of employees and organizations that embrace learning and development.”

HR Director, Seaport Steel

Affordable Training for a Competitive World

For 40 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. Since then, more than 75,000 workers and 1,000 employers have benefited from the program.

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% 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% 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 wages and benefits paid to employees while in training.

Businesses with reported gross business income of less than \$500,000 are only required to match up to the level of actual wages and benefits paid to their employees while in training.

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
- 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.

CONTACT INFORMATION

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2021-2023 Distribution of Grants

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)	56	51%	2,779	41%	\$9,291,241	62%
Balance of State – West	23	21%	1,360	20%	\$2,028,612	21%
Balance of State – East	21	19%	1,311	19%	\$2,134,261	14%
Multi-County Projects	9	8%	1,332	20%	\$1,534,237	10%
Total	109	100%	6,782	100%	\$14,988,351	100%

Distribution of companies by industry

Manufacturing	All Other Industries
<ul style="list-style-type: none"> • 70 Grants, 64% of all grants 	<ul style="list-style-type: none"> • 39 Grants, 36% of all grants
<ul style="list-style-type: none"> • 19 Aerospace companies 	<ul style="list-style-type: none"> • 21 Food Production and Processing companies
<ul style="list-style-type: none"> • 7 Wood/Paper Products companies 	<ul style="list-style-type: none"> • 7 Agriculture Related companies
<ul style="list-style-type: none"> • 6 Electronics/High Tech companies 	<ul style="list-style-type: none"> • 11 Other: Construction, Environmental Services, Health, Retail, Hospitality
<ul style="list-style-type: none"> • 5 Composites companies 	
<ul style="list-style-type: none"> • 4 Naval/Marine companies 	
<ul style="list-style-type: none"> • 29 Other: Automotive, Chemical, Construction Materials, Pharmaceutical, Medical Devices 	

2021-23 Job Skills Grant Fast Stats

2021-23 Biennium-to-Date	Totals and Averages
Total Number of Grants Awarded	109
Total Number of Planned Training Courses	908
Total Number of Planned Training Hours	498,567
Total Number of Employees to be Trained	6,782
Average Number of Trainees per Grant	62
Average Cost Per Trainee	\$2,210
Average Total Grant Award	\$137,508
Note: The biennium-to-date is from July 1, 2021 to Sept. 1, 2022	

Note: Data presented is representative of all JSP projects awarded between July 1, 2021 and Sept. 1, 2022. Additional project awards will be made between Jan. 1, 2023 and June 30, 2023. All projects will complete by June 30, 2023 and report project outcomes at the point of completion.

Source: "2021-2023 Job Skills Program: January 1, 2023 Progress Report to the Legislature." <https://www.sbctc.edu/resources/documents/colleges-staff/grants/job-skills-program/2021-23-jsp-progressreport.pdf>