

## Employer Training Grant – FY26 Round 1 Requirements

More than one million jobs must be filled in Indiana over the next 10 years. To help Hoosier employers fill these jobs, Indiana has created the Employer Training Grant, which reimburses employers who train, hire, and retain new or incumbent full-time workers to fill in-demand positions within recognized job fields.

The Employer Training Grant is available to help fill in-demand positions within six priority sectors. The grant will reimburse employers up to \$5,000 per employee who is trained, hired, and retained for six months, up to \$50,000 per employer.

### TRAINING REQUIREMENTS

Training must be in one of the following eligible industries (no change from prior years):

- Advanced Manufacturing
- Agriculture
- Building and Construction
- Health and Life Sciences
- Technology and Business Services
- Transportation and Logistics

Training must be job skills training that aligns to an eligible occupation and is at least 40 hours in length. Training must yield a post-secondary credential, a nationally recognized industry credential, or be specialized company training.

### WAGE REQUIREMENTS (NEW)

- New employees must receive a minimum wage of \$19 per hour
- Existing employees must receive a minimum 5% wage increase upon training completion.

### EMPLOYER REIMBURSEMENT (NEW)

Employers can be reimbursed up to \$5,000 for each new or current employee who is trained and retained for 6 months, for up to \$50,000 per employer, per year (maximum of two (2) employer FEINs per WDB region).

Employer reimbursement amount is based upon the actual cost of training and the type of training provided.

- Up to \$5,000 per employee for comprehensive work-based learning/registered apprenticeship, or training resulting in a post-secondary credential or nationally recognized industry credential.
- Up to \$1,000 per employee for specialized company training.
- Up to \$1,000 per High School Student enrolled in a work-based learning program.

### TRAINEE REQUIREMENTS

- Training can be provided to new or existing employees, and
- Trainee must be retained for six (6) months from the start of training or be a high school student enrolled in a work-based learning program.