



Skills Enhancement Fund

Description

The SEF Fund is designed to provide financial assistance to existing, new and expanding businesses committed to training their workforce. Trainees must be Indiana residents. SEF provides reimbursement for eligible training expenses over a two-year term. Companies may reapply for additional SEF Funds after their initial two year term. IEDC typically does not provide reimbursement for training that is required by law.

The SEF Fund is established under I.C. 22-4-10.5.

Calculation of Training Award

Companies can receive reimbursement - up to, but not to exceed \$200,000 - for retraining existing workers. Supplemental grant awards may be available for training new employees.

Under Indiana Statute, businesses that receive SEF training assistance must commit to continue their operations at the location where the SEF training assistance is provided for at least five years after the date the training grant is completed and closed. If a business fails to meet the five-year commitment, the business must repay the full amount of the SEF training assistance received (also a statutory requirement). Indiana companies receiving SEF funds must be in good standing with state regulatory agencies.

Evaluation Criteria:

- Quality of jobs, including skill and wage levels
- Quality of the training program and the company's past commitment to training
- Number of workers to be trained
- Capital dollar investment being made by the company
- Importance of the project to Indiana's strategic future
- Financial strength of the company
- Economic need of the affected community

Eligible Training Activities:

Basic Skills: Traditional basic skills (reading, writing, and math).

Transferable Skills: Skills that enhance an employee's general knowledge, employability and flexibility in the workplace (welding, computer skills, blueprint reading, problem solving, team participation, etc.).

Company-Specific Skills: Skills that are unique to an individual company's workplace, equipment and/or capital investment.

Quality-Assurance Skills: Skills that are intended to increase the quality of the company's product (Statistical Process Control [SPC], Total Quality Management [TQM], ISO and QS).

Eligible Companies:

Manufacturing Companies

Distribution Centers

Regional headquarters under certain circumstances. In such cases, the company must demonstrate that a significant portion of its business involves transactions with out-of-state entities.

Financial Assistance:

Indiana's SEF program offers financial assistance in the form of a grant for reimbursement of eligible training costs.

Training activities eligible for reimbursement under the guidelines include instruction costs, travel costs, and material and supply costs. Travel costs are limited to 30 percent of the total grant amount.

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