



The Kansas Department of Commerce has been awarded \$5 million, four-year H-1B Technical Skills Training Grant by the U.S. Department of Labor. The grant can be used by employers for on-the-job training to support the hiring of new engineers. Use of this funding is intended to reduce the number of H-1B visa hires and to create greater opportunities for Kansans and other eligible participants. Fees charged to employers hiring foreign workers under the federal H-1B visa program serve as the basis of this grant's funding. The individuals eligible for training funded by the grant can be both recent graduates not currently employed in the field and other dislocated or unemployed engineers who meet educational prerequisites but may lack the specialized skills and experience necessary for a particular engineering job opportunity. Employers have the potential to receive up to \$25,000 per individual based upon the number of hours each individual participates in training. In addition, the **KANSASWORKS** system will assist employers in the recruitment of these positions to ensure the outcomes of this grant are achieved.

On-the-Job Training (OJT) is training conducted by the employer while the paid participant is engaged in productive work in a job. The grant funds provide a reimbursement to the employer for the extraordinary costs of training the participant. Once the training concludes the participant remains employed with the employer.

### **Eligible On-the-Job Training Participants**

- Unemployed Engineers with a Bachelor of Science Engineering Degree

### **Required Participant Documentation**

- I-9 Documentation
- Copy of Transcript documenting Bachelor of Science Engineering Degree
- Selective Service Documentation (if applicable)
- Additional documentation may be required to determine specific eligibility categories.

### **On-the-Job Training Process:**

- Provide **KANSASWORKS** with a job description to be posted on **KANSASWORKS** website.
- **KANSASWORKS** Staff begin recruiting and referring qualified applicants to the employer according to the employer's predetermined process or guidelines.
- Employer begins selection process.
- Once a candidate is identified the applicant is then referred back to **KANSASWORKS** to determine eligibility for the grant funds.
- Upon eligibility determination, **KANSASWORKS** representatives will meet with the employer to develop the training outline and determine reimbursement rates.
- Applicant eligibility documentation and OJT training contracts are then submitted for approval.
- Once application process is approved the training begins, reimbursement timesheets will be submitted on a monthly basis and reimbursed within 30 days of submission.
- During the training monitoring may take place by **KANSASWORKS** representatives to ensure training is progressing as outlined.
- Upon completion of the OJT, the employer will complete a Final Training Evaluation to document the attainment of the skills outlined in the contract.
- Timeline: Initial Enrollment process will take approximately **2 weeks** to complete. **MUST TAKE PLACE BEFORE THE CANDIDATE BEGINS EMPLOYMENT**

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