

## Incentives & Workforce Solutions *(more descriptions below chart)*

Program Name	Program Description	Incentive Type	Issuer	Thresholds
Kansas Economic Opportunity Initiatives Fund	Five-year, 0% forgivable loan program for site improvements, construction, machinery, and equipment	Forgivable Loan	State of Kansas	Headcount, Wage
Kansas Industrial Training & Retraining, Investments in Major Projects & Comprehensive Training	Workforce training funds to train new and existing Kansas workers	Grant	State of Kansas	Headcount, Wage
Enterprise Zone Program	Corporate income tax credits for net, new job creation and capital investment	Tax Credits	State of Kansas	Headcount, Investment
Sales Tax Exemption	Sales tax exemption on items to construct, remodel, furnish, and equip a facility	Sales Tax Exemption	State of Kansas	Headcount, Investment
High Performance Incentive Program	Corporate income tax credits for new capital investment	Tax Credits	State of Kansas	Investment, Wage, Training
Community Development Block Grant	Low interest financing for construction, machinery, and equipment; Grant/Loan for infrastructure	Loan & Grant	State of Kansas	Headcount, Wage
Personal Property Tax Exemption	Personal property tax exemption for commercial machinery and equipment brought into Kansas after June 30, 2006	Tax Exemption	State of Kansas/Barton County	None
Kansas Bioscience Authority	Research matching funds, research and development vouchers, tax investment incentive, and development financing	Grant, Vouchers	Other	Headcount, Wage, Investment
Industrial Park	Low/no cost lease, build to suit, reduced/no cost water and waste water service		City of Great Bend/Barton County	Varies
Neighborhood Revitalization	A five or ten year incremental rebate on the additional property taxes incurred as a result of new construction or facility improvements	Tax Abatement	City of Great Bend	Improvement must have market value of \$10,000 and increase appraised value by 10%
City of Great Bend Revolving Loan Fund	Low interest financing for construction, machinery, and equipment	Low Interest Loan	City of Great Bend	Varies
Barton County Economic Development Revolving Loan	Low interest financing for construction, machinery, and equipment	Low Interest Loan	Barton County	Headcount, Wage, Financial Viability

## Train/Retrain Employees

In today's dynamic business climate, it is crucial that potential and current employees receive the training they need to stay competitive. To ensure that Kansas workers remain on the cutting edge, Commerce administers its newly redesigned workforce development initiative, a comprehensive workforce development system that connects job seekers, educators, and businesses. Our workforce development system includes a variety of programs that help businesses find skilled employees and improve the skills of current workers. If you're a business owner looking to increase your staff's capabilities and productivity, then there is a workforce development program for you.

## High Performance Incentive Program

The HPIP provides tax incentives to eligible employers that pay above-average wages and have a strong commitment to skills development for their workers. This program recognizes the need for Kansas companies to remain competitive and encourages capital investment in facilities, technology, and continued employee training and education. A substantial investment tax credit for new capital investment in Kansas and a related sales tax exemption are the primary benefits of this program.

HPIP offers employers five potential benefits:

1. A 10% income tax credit for eligible capital investment that exceeds \$50,000 at a company's qualified business facility, with a carry-forward that can be used in any of the next 10 years in which the qualified business facility re-qualifies for HPIP.
2. A sales tax exemption to use in conjunction with the company's eligible capital investment at its qualified business facility.
3. A training tax credit of up to \$50,000.
4. Priority consideration for access to other business assistance programs offered through the State.
5. Grant funding for half of consulting costs, up to \$12,500, to help accelerate the growth of the business (funding for this component must be allocated by the Legislature each year - no funding is currently available).

Source: <http://kansascommerce.com/index.aspx?nid=136>

## Incumbent Worker Training

The Incumbent Worker Training (IWT) Program provides grants to employers to assist with certain expenses associated with skills upgrade training for full-time employees of the company.

Projects with the following characteristics will receive priority:

1. Address a strategy to avoid a significant layoff;
2. Identify a model that will make Kansas' current or future workforce more competitive;
3. Allow employees to achieve significant upgrade in skills;
4. Operate industries or programs that have been targeted by the Local Workforce Investment Board;
5. Address a significant occupational demand, and/or
6. Demonstrate strong partnerships with a Local Workforce Investment Board in the identification, development and delivery of the project.

The Incumbent Worker Training Program is funded by the Federal Workforce Investment Act and administered by the Kansas Department of Commerce and Local Workforce Investment Boards.

Source: <http://www.kansascommerce.com/index.aspx?NID=264>

## Rapid Response

Rapid Response program staff can assist employers who are considering staff reductions explore ways to reduce or eliminate those reductions. If layoffs are unavoidable, staff can provide services to those workers being displaced. At the invitation of an employer, staff will come out to an employer's facility, meet with the employees and explain how to find a new job, how to identify training resources and how to file for unemployment benefits.

Source: <http://www.kansascommerce.com/index.aspx?NID=266>

## Registered Apprenticeship

Registered Apprenticeship is a full-time employment and training program that leads to a career. It requires learning a trade on the job under the guidance and direction of a skilled employee and supplementing that learning with related technical instruction in subjects related to the occupation. Registered Apprenticeship is similar to an "industry scholarship" since apprentices are learning occupational-specific education/technical instruction that is being paid for by the employer/sponsor. A sponsor may be a single employer, a group of employers, or jointly where there is a labor-management relationship. The sponsor sets the hiring criteria for apprentices and hires to meet their needs.

More than 950 occupations are recognized as apprenticeable. These include occupations in: building and construction, manufacturing, service, transportation, government, and utilities. Generally, any occupation is apprenticeable that is not management level, that does not normally require education through a four-year college, and that requires at least one year of on-the-job learning.

By sponsoring a Registered Apprenticeship program, employers can build employee loyalty, reduce the cost of training, attract more and better qualified applicants, and improve productivity. Registered Apprenticeship programs provide an opportunity for sponsors to share the costs of training by using available federal and state resources to assist in developing and delivering training programs.

Apprentices are paid according to a predefined wage progression, typically starting their apprenticeship at 40-50% of the skilled employee wage. As knowledge and skills of the apprentice increase, so do their wages. Upon completion of the training, apprentices receive a Completion of Apprenticeship certificate, certifying mastery of industry skills. The certificate is a nationally recognized portable credential. Many apprentices also obtain credit from community colleges toward an Associate Degree.

Please go to [www.KansasApprenticeship.org](http://www.KansasApprenticeship.org) for additional information on the program.

## Local Business Incentives

1. The City of Great Bend may provide a no-cost lease for up to three years at the Industrial Park. This incentive provides that land as needed, up to one acre, is leased at no-cost for every 20 new full-time on-site employees. For businesses which do not meet this criteria, requests will be considered on an individual basis.
2. The City of Great Bend may provide, at reduced or no cost, adequate sewer and water service to the property line on designated lots for any business locating at the Industrial Park which employs at least 29 new full-time employees.
3. The City of Great Bend may waive water and sewer charges for up to two years for any business locating at the Industrial Park.
4. If the City of Great Bend is unable to service the electrical needs of an industrial client relocating at the Industrial Park, it may place a maximum of \$4,000 which can be annually charged via the electrical power franchise fee for industries at the Industrial Park. The fee will be 4% and charged only on the first \$100,000 of electrical usage for each service.
5. The City of Great Bend may waive water and sewer hook-up charges for any new business locating in the Industrial Park.
6. The City of Great Bend continues to support an active economic development program. This program is important in recruitment of new businesses and as assistance to established business enterprises.
7. The City of Great Bend has an effective Industrial Revenue Bond Policy. The procedures for application have been streamlined to expedite requests. The City reserves the right to waive the \$500 service charge.

## Barton County – Economic Development Incentives

1. Working with the Business and Industry at Barton County Community College, a complete customized employee training program will be offered to all qualified, new and expanding businesses locating within the Non-Metropolitan Region. This training can occur on either the job site or on campus, as determined by the assisted business. This incentive current exists.
2. Since July 1, 1988, an ad valorem property tax abatement policy has been in effect which provides an increased level of property tax relief for eligible firms locating within the Non-Metropolitan Region. Eligible firms must, however, make application to the Barton County Commissioners who will review and take action on each application. Eligible firms are defined as those business enterprises which conform to criteria as established by Kansas Law. Property tax abatements will be tied to the number of jobs performed and the wage scales existing within the firm.
3. Local county Economic Development revolving loan funds shall be made available to all businesses locating within the region. Eligibility for regional loan pools shall be based on financial viability of the project, number of employees and existing wage scales within the firm.

## Local Workforce Solutions

**KANSASWorks! Center**  
1025 Main Street  
Great Bend, Kansas 67530  
620-793-5445  
[www.kansasworks.com](http://www.kansasworks.com)

**Central Kansas Jobs**  
620-792-2401  
[www.centrankansasjobs.com](http://www.centrankansasjobs.com)

**Barton Community College**  
245 NE 30 Road  
Great Bend, Kansas  
620-792-2701  
[www.bartonccc.edu](http://www.bartonccc.edu)