

WORKFORCE PROGRAMS MATRIX

	CAREER ADVANCEMENT PROGRAM	WORKFORCE TUITION REIMBURSEMENT PROGRAM	WORKFORCE RELOCATION REIMBURSEMENT PROGRAM	SIGN-ON BONUS PROGRAM
Overview	Assistance for current employee to pursue a certificate, license, or degree relevant to their role with your organization.	Additional benefit for new hires to help pay for debt incurred from a certificate, license, or degree needed for their role with your organization.	Additional benefit for new hires to help pay for moving expenses as they relocate to Bowman County for their career with your organization.	Provides direct money to businesses to offer a sign-on bonus for new employees.
Grant Amount	Up to \$15,000 across all workforce programs	Up to \$15,000 across all workforce programs	Up to \$15,000 across all workforce programs	\$2,500 & up to \$15,000 across all workforce programs
When to Apply	After employed for six months	Prior to Hire	Prior to Hire	Prior to Hire
Employer Limit	Up to \$15,000 across all workforce programs	Up to \$15,000 across all workforce programs	Up to \$15,000 across all workforce programs	\$2,500 & up to \$15,000 across all workforce programs
Employee Limit	Up to \$5,000 across all workforce programs	Up to \$5,000 across all workforce programs	Up to \$5,000 across all workforce programs	\$500
Funds Accessible	Upon completion of certificate, license, or degree	After 60 day probationary period	After 60 day probationary period	After six month probationary period
Continued Employment For	3 years	3 years	3 years	N/A
Employee Verification	1 year, 2 years, 3 years after completion of certificate, license, or degree	60 days, 1 year, 2 years, 3 years after start date	60 days, 1 year, 2 years, 3 years after start date	6 months after start date
Career List	High-Need and Emerging Occupations List	High-Need and Emerging Occupations List	High-Need and Emerging Occupations List	Sign-On Bonus List
Application Valid For	Time approved by BCDC in order to complete certificate, license, or degree	1 year	1 year	1 year
Match Requirement	No match required	No match required	No match required	No match required

Note: After your application is approved you are eligible for program funding. Program funds will be disbursed on a first-come, first-serve basis to all approved applicants until the entirety of the program budget is expended. Approval of your application does not guarantee fund availability.