

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. |
| When to Apply | After employed for six months | Prior to Hire | Prior to Hire | Prior to Hire |
| Employer Limit | Up to \$15,000 lifetime | No Limit | No Limit | \$2,500 annually & up to \$15,000 lifetime |
| 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.