

## Battle Creek Jobs Fund

**Introduction:** The Battle Creek Jobs Fund is an incentive program funded by the W.K. Kellogg Foundation to incentive employers to create new, well-paying jobs, and to fill those jobs with individuals from a targeted population that are living below 200% of the federal poverty guidelines in the Battle Creek area.

### **Program Highlights:**

- Funds will be used as a performance-based incentive for new or existing employers in the City of Battle Creek completing a major expansion or new facility resulting in a substantial number of new jobs.
- As a performance-based incentive, funds would only be provided as reimbursement for eligible expenses after meeting performance standards established for the company.
- Eligible expenses may include soft skills and technical skills training and/or on-the-job wage reimbursement. Reimbursement for training may be provided upon completion of training. Wage reimbursement funding would be provided after the employer demonstrates that a job has been filled by a qualified individual and retained for 12 months. In the event the employee cannot be retained, an employer may still receive the wage reimbursement if the job is filled by another qualified individual(s) for the remainder of the 12 month period.
- The incentive amount will be determined by BCU and the employer, and will typically be based on wage and benefit levels of the company and other factors related to the project's overall economic benefits to the Battle Creek community and its workforce. A minimum pay level for eligible jobs will be equal to 150% of the federal minimum wage (\$11.10/hour) plus benefits.
- Employers are encouraged to work in collaboration with the EDGE Program and/or its partners (MiWorks, Kellogg Community College, Goodwill Industries and BCU) to assist with workforce screening, soft skills training, and company specific training to increase the likelihood of job retention and success for the recipients, as well as creating a culture of learning for socially conscious employers.
- Employers will be required to designate a "Program Champion" – typically a human resource administrator – that will receive valuable, specialized training (paid for by BCU with grant dollars) in working with low income populations.
- MiWorks and/or Goodwill Industries will provide ongoing caseworker support to the "Program Champion" in an effort to provided consistent communication with the targeted population.