



Smith County Workforce Recruitment Incentive Program

Purpose:

1. The purpose of the Smith County Workforce Recruitment Incentive Program is to grant workforce recruitment incentive funds to businesses to recruit new employees for positions that are hard to fill and key to economic and community growth for Smith County.
2. The amount of incentive granted will be correlated to the economic sector of the business and position parameters provided by the applicant business on the application.
3. The Smith Center Economic Development department is providing the incentives to businesses across Smith County from a grant award from the Northwest Economic Innovation Center Incorporated, not from the sales tax collections from Smith Center (the 0.5% sales tax).

Requirements:

1. The incentives awarded under this program are for open, hard to fill, full-time jobs that require licensure or specialized training. The employment position and business location must be in Smith County, Kansas.
2. The amount of the incentive awarded will correlate to the type of business, the position's expected compensation, education requirements, years of experience requirements, supervisory role, and revenue responsibilities. Incentives will not exceed \$10,000 per individual.
 - a. Primary sector businesses include agriculture, mining, oil, wind, forestry, farming, fishing, and hunting – those who produce directly from the land and natural resources
 - b. Secondary sector businesses transform the raw materials into usable products – by manufacturing, processing, etc. The secondary sector also provides machines, tools, and equipment for the growth and development of the primary sector.
 - c. Tertiary sector is known as the service sector and includes distribution, banking, finance, communications, marketing, and all the things that a community needs like food, fuel, shelter, etc.
3. The business is the primary recruiter for all positions awarded a recruitment incentive. All positions awarded an incentive will need to be posted on NWK Connect (connectnwk.org). The SCED department will consider requests for assistance in the business's recruiting efforts.

4. Incentives awarded will require a signed, tie-of-service agreement with the new employee. That agreement clearly outlines requirements for repayment if that employee leaves that business within a specified timeframe and requires individuals to move into the region or county within 3 months of accepting an approved, incentivized position.
5. Once the business is awarded the incentive from SCED, they will be responsible for providing the signed tie-of-service agreement and the recruitment incentive to the employee while following all local, state, and federal laws.

DISCLAIMER: All SCED program awards are subject to the availability of funds.