

RochesterWorks Grants: Adding Talent to Your Workforce

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Business development is a double-sided sword—You need the right combination of people and skills to expand your business, but you need to expand your business to justify adding the right people and skills. That's where we come in! RochesterWorks offers a variety of grants to add talent to your workforce, including Work Experience Tryout and On-the-Job Training grants to support hiring new team members and the new Incumbent Worker Training grant to help provide training to existing employees. Read on to see if these grant programs can help take your business to the next level!

The Work Experience Tryout Grant for New Hires

This program is designed to allow businesses to try candidates in a short-term, paid work experience to assess if their skills and work habits are a fit for the business and its culture. For the duration of this program, the candidates will be employed through a third-party agency.

Benefits of this program include:

- **Reduced Financial Strain:** RochesterWorks will pay 100% of the new hire's wages for up to 4 weeks, removing the financial concern associated with hiring a new employee.
- **Reduced Business Liability:** Costs beyond the new hire's wages, including worker's comp and unemployment insurance, will be covered by RochesterWorks instead of your business.
- **Investment in Our Local Workforce:** Candidates can establish a work history, demonstrate reliability, and develop the skills that would lead to unsubsidized employment.

The On-the-Job Training Grant for New Hires

This program is designed to empower businesses to hire candidates who are a good fit for the company but may be lacking some of the skills required by a position. Candidates are hired directly by the company and RochesterWorks provides a wage reimbursement to reduce the financial burden of providing on-the-job training.

Benefits of this program include:

- **Offset Cost of Training:** RochesterWorks will reimburse 50% of the new hire's wages up to \$7,500 for the first four months of employment, while you provide on-the-job training.
- **Hire for the Person, Not the Resume:** By reducing the financial concerns related to training a new hire, you can focus on finding the right person for your business beyond what you see on their resume.
- **Investment in Our Local Workforce:** Candidates are given the opportunity to expand their skills and even explore new industries, making them more employable in the long run.

The Incumbent Worker Training Grant for Existing Employees

This program is designed to empower a business to invest in the skills and competencies of its existing employees. Reimbursement is provided for preapproved short-term training selected by the company to expand capacity, remain viable and competitive, and even avoid or divert layoffs.

Benefits of this program include:

- **Explore New Trainings:** While this grant can't cover annual state mandated trainings, it can enable you to seek otherwise financially inaccessible trainings.

- **Plan for Future Business Needs:** By providing training now, you're able to meet anticipated business needs before they stall your growth and development.
- **Investment in Our Local Workforce:** Employees are given the opportunity to develop and refine new skills, while advancing both the business and their career.

Ready to Add Talent to Your Workforce?

Grants can be complicated, but the Business Services Team makes it easy! Contact us today at BizServices@RochesterWorks.org or (585)258-3500 extension 2000 to get more information and explore whether these programs are a good fit for your business needs.

Additional Resources:

Explore additional [Resources for Businesses](#) on the RochesterWorks website.