



## Opportunity Hiring Grant Program

**Overview:** The City of Charlotte Opportunity Hiring Grant Program provides an economic incentive to companies seeking to expand their workforce in Charlotte as a result of a competitive, relocation or expansion of existing operations. The purpose of the Opportunity Hiring Grant program is to incent companies to partner with local, talent development partners to fill these new jobs, providing opportunity for our residents to gain fulltime employment. Eligible companies may be awarded up to \$2,500 for each new full-time employee hired from a local, certified talent development partner. The maximum number of eligible employees is capped at 50.

### Program Objectives:

- Provide an incentive tool for business recruitment and expansion that is tied to providing equitable opportunity to new jobs created
- Bolster utilization of the City of Charlotte's Talent Development partners
- Increase opportunities for employment for local residents
- Increase connections between economic development and community talent development objectives

### Eligible Companies:

Companies considering a relocation or expansion within the City of Charlotte limits that can demonstrate competition in the site selection process. Companies must also be within the following targeted industries for Charlotte recruitment:

- Advanced Manufacturing
- Back Office/Administration
- Customer Service/Call Center
- Finance and Fintech
- Information Technology
- Logistics/ Supply Chain/ Distribution

### Application Process:

Following a conversation with the city Economic Development team regarding this job creation opportunity, companies will be provided an application that outlines job opportunities and request for funds. Companies will submit an application to be evaluated by the City of Charlotte Economic Development Department. Awards will be based on number of employees trained and placed into jobs, industry competitiveness of acquired skills, and salary levels of future or existing employees.

### Award Amounts:

The City of Charlotte will award a cash grant up to \$2,500 per employee, up to 50 employees. Hiring grants will be paid upon the completion of a full-time hire from a partner organization and proof of employee's FTE status with benefits, etc.





### **Talent Development Partners**

Companies are required to hire from our certified talent development providers in Charlotte, NC who meet the criteria outlined Opportunity Training Grant Talent Development Partner Policy.

Targeted programs include:

- Skilled Trade Programs
- Certificate or Diploma Programs
- Continuing Education Programs
- Technology Training Programs/Bootcamps

### **City/Company Agreement:**

Companies awarded funds must also sign an Opportunity Hiring Grant Agreement with the City of Charlotte and adhere to the requirements within.

### **Opportunity for Leveraging Grant Awards:**

Opportunity Hiring Grants can be paired with additional incentives including a City/County Business Investment Grant, North Carolina Community College Customized Training grants, or other workforce development grants such as Charlotte Works Upskill Grants.



**City of Charlotte Certified Talent Development Partners**

\*Current as of 7/1/2020

Central Piedmont Community College Customized Training Programs  
Central Piedmont Community College Certificate Programs  
University of North Carolina Charlotte – Continuing Education Programs  
Goodwill Industries of the Southern Piedmont  
Urban League of Central Carolinas