

### September 28, 2018

The Honorable Thomas K. Norment, Jr. Co-Chair The Honorable Emmett W. Hanger, Jr., Co-Chair Senate Finance Committee 14th Floor, Pocahontas Building 900 East Main Street Richmond, Virginia 23219

The Honorable R. Lee Ware, Chair House Finance Committee Room E308, Pocahontas Building 900 East Main Street Richmond, Virginia 23219

Re:

Report on the Worker Retraining Tax Credit

Fiscal Year 2018

### Gentlemen:

Beginning in 2017, the Virginia Economic Development Partnership Authority has been tasked with providing an annual report regarding the Worker Retraining Tax Credit. The Tax Credit can be found at Virginia Code Section 58.1-439.6. Attached to this letter is a copy of that Virginia Code Section as in effect on June 30, 2018, an excerpt from the Virginia Department of Taxation's website in which the Tax Credit is described, and a copy of the Virginia Department of Taxation's Worker Retraining Tax Credit Application, Form WRC.

For Fiscal Year 2018, VEDP received no applications for the Tax Credit. Accordingly, the value of the requested Tax Credits was \$0.

Thank you for your interest in this Tax Credit program.

In Joses Me much

Very truly yours,

Sandra Jones McNinch

General Counsel

cc: The Ho

The Honorable R. Brian Ball

Attachment: Virginia Code Section 58.1-439.6, as in effect on June 30, 2018

Excerpt from Department of Taxation Website

Form WRC for Tax Year 2017

# 2017 Code of Virginia Title 58.1 - Taxation Chapter 3 - Income Tax § 58.1-439.6. Worker retraining tax credit

**Universal Citation:** VA Code § 58.1-439.6 (2017)

A. As used in this section, unless the context clearly requires otherwise:

"Eligible worker retraining" means retraining of a qualified employee that promotes economic development in the form of (i) noncredit courses at any of the Commonwealth's comprehensive community colleges or a private school or (ii) worker retraining programs undertaken through an apprenticeship agreement approved by the Commissioner of Labor and Industry.

"Qualified employee" means an employee of an employer eligible for a credit under this section in a full-time position requiring a minimum of 1,680 hours in the entire normal year of the employer's operations if the standard fringe benefits are paid by the employer for the employee. Employees in seasonal or temporary positions shall not qualify as qualified employees. A qualified employee (i) shall not be a relative of any owner or the employer claiming the credit and (ii) shall not own, directly or indirectly, more than five percent in value of the outstanding stock of a corporation claiming the credit. As used herein, "relative" means a spouse, child, grandchild, parent or sibling of an owner or employer, and "owner" means, in the case of a corporation, any person who owns five percent or more of the corporation's stock.

"STEM or STEAM discipline" means a science, technology, engineering, mathematics, or applied mathematics related discipline as determined by the Virginia Economic Development Partnership Authority in consultation with the Superintendent of Public Instruction. The term shall include a health care-related discipline.

B. For taxable years beginning on and after January 1, 1999, but prior to January 1, 2022, an employer shall be allowed a credit against the taxes imposed by Articles 2 (§ 58.1-320 et seq.), 6 (§ 58.1-360 et seq.), and 10 (§ 58.1-400 et seq.) of Chapter 3; Chapter 12 (§ 58.1-1200 et seq.); Article 1 (§ 58.1-2500 et seq.) of Chapter 25; or Article 2 (§ 58.1-2620 et seq.) of Chapter 26 in an amount equal to 30 percent of all expenditures paid or incurred by the employer during the taxable year for eligible worker retraining. However, for taxable years beginning prior to January 1, 2013, if the eligible worker retraining consists of courses conducted at a private school, the credit shall be in an amount equal to the cost per qualified employee, but the amount of the credit shall not exceed \$100 per qualified employee annually. For taxable years beginning on or after January 1, 2013, if the eligible worker retraining consists of courses conducted at a private school, the credit shall be in an amount equal to the cost per qualified employee, but the amount of the credit shall not exceed \$200 per qualified employee annually, or \$300 per qualified employee annually if the eligible worker retraining includes retraining in a STEM or STEAM discipline, including but not limited to industry-recognized credentials, certificates, and certifications. The total

amount of tax credits granted to employers under this section for each fiscal year shall not exceed \$2,500,000.

- C. For purposes of this section, the amount of any credit attributable to a partnership, electing small business corporation (S corporation), or limited liability company shall be allocated to the individual partners, shareholders, or members, respectively, in proportion to their ownership or interest in such business entities.
- D. An employer shall be entitled to the credit granted under this section only for those courses at a comprehensive community college or a private school for which courses have been certified as eligible worker retraining to the Department of Taxation by the Virginia Economic Development Partnership Authority. The Tax Commissioner shall promulgate regulations, in accordance with the Administrative Process Act (§ 2.2-4000 et seq.), (i) establishing procedures for claiming the credit provided by this section, (ii) defining eligible worker retraining, which shall include only those courses and programs that are substantially related to the duties of a qualified employee or that enhance the qualified employee's job-related skills, and that promote economic development, and (iii) providing for the allocation of credits among employers requesting credits in the event that the amount of credits for which requests are made exceeds the available amount of credits in any year. The Virginia Economic Development Partnership Authority shall review requests for certification submitted by employers and shall advise the Tax Commissioner whether a course or program qualifies as eligible worker retraining and, if it qualifies, whether the course or program is in a STEM or STEAM discipline.
- E. Any credit not usable for the taxable year may be carried over for the next three taxable years. The amount of credit allowed pursuant to this section shall not exceed the tax imposed for such taxable year. No credit shall be carried back to a preceding taxable year. If an employer that is subject to the tax limitation imposed pursuant to this subsection is allowed another credit pursuant to any other section of this Code, or has a credit carryover from a preceding taxable year, such employer shall be considered to have first utilized any credit allowed which does not have a carryover provision, and then any credit which is carried forward from a preceding taxable year, prior to the utilization of any credit allowed pursuant to this section.
- F. No employer shall be eligible to claim a credit under this section for worker retraining undertaken by any program operated, administered, or paid for by the Commonwealth.
- G. The Virginia Economic Development Partnership Authority shall report annually to the Chairmen of the House Finance and Senate Finance Committees on the status and implementation of the credit established by this section, including certifications for eligible worker retraining.

1997, c. 726; 2013, cc. 294, 482; 2014, c. 734; 2017, cc. 177, 454.

### Worker Retraining Tax Credit

### How to qualify

This credit allows an employer to claim a tax credit for the training costs of providing eligible worker retraining to qualified employees for taxable years beginning on Jan. 1, 1999.

The credit may be applied against individual income tax, estate and trust tax, corporate income tax, bank franchise tax, and taxes imposed on insurance companies and utility companies.

### Eligible worker retraining

Eligible worker retraining includes noncredit courses that are approved by the Virginia Economic Development Partnership. For information on noncredit course approval, call 804.545.5706 (tel://804-545-5706). It also includes credit or non-credit retraining courses taken through an apprenticeship agreement approved by the Commissioner of Labor and Industry.

### How much is the credit?

Generally, the credit is 30% of all classroom training costs but is limited to \$200 annual credit per student if the course work is incurred at a private school or \$300 per qualified employee with retraining in a STEM or STEAM discipline. We are authorized to issue up to \$2,500,000 of retraining credits annually. If total requested credits exceed this amount, we will prorate the authorized credits.

Credits taken may not exceed your tax liability in any 1 taxable year. Unused credits may be carried forward for 3 years.

### **Employer certification**

Employers must apply for certification of the amount of allowable credit using <u>Form WRC (/forms/search=WRC&year=All&category=3&type=All)</u>. All WRC applications requiring course approval must be sent to Virginia Jobs Investment Program, Virginia

Economic Development Partnership, 901 E. Byrd Street. Richmond, VA 23219 by April 1 following the year that the expenditures were paid or incurred. For information, call 804.545.5706 (tel://804-545-5706).

Applications requesting apprenticeship retraining credit must be sent to Virginia Tax, Tax Credit Unit, PO Box 715, Richmond, VA 23218-0715 by the same April 1 deadline.

We will issue the credit to all eligible applicants by June 30.

### Other information

For information on pre-approved apprenticeship programs, contact your Virginia Department of Labor and Industry apprenticeship representative. For information on non-credit course approval, contact the Virginia Economic Development Partnership at 804.545.5706 (tel://804-545-5706).

The amount of the credit attributable to a partnership, electing small business corporation (S corporation), or limited liability company must be allocated to the individual partners, shareholders, or members in proportion to their ownership or interest within the business entity using Form PTE within 30 days after the credit is granted.

### How to claim the credit

Individual filers complete <u>Schedule CR (/forms/search?</u> <u>search=Schedule+CR&year=All&category=1&type=All)</u>, Part XVI, and corporate filers complete <u>Form 500CR (/forms/search=500CR&year=All&category=2&type=All)</u>, Part XVII, to claim this credit.

Reference: Va. Code § 58.1-439.6.

(https://law.lis.virginia.gov/vacode/title58.1/chapter3/section58.1-439.6/)

### VIRGINIA Form WRC

# **Worker Retraining Tax Credit Application**

•	Tax	Year	Ending

File by April 1. This credit must be approved <u>before</u> being claimed on your return.

See the separate instructions before completing this form.

Dus	iness Type:	Business Nam	ne	327 340	FEIN /	SSN			
	Corporation					Library and g			
	S Corporation	Trading As			NAICS	Code			
	Sole Proprietor	Street Address							
	Partnership	CHOSTAGRICOS							
	Limited Liability Company (LLC)  City, State, ZIP Code								
	Approval of courses and apprenticeship programs is required. See instructions for details, including when and where to file.								
			lits this year? If yes, indicate						
t	ne Virginia Economic D	Development	Partnership (VEDP).			and III below. File Form WRC with			
F	Partnership.					Virginia Economic Development			
• 1	application is based of	nly on appre	enticeship programs: Comple	ete Parts I and	III below. File with	the Department of Taxation.			
Part	i: Description of Bus	iness Activ	ities - Describe the principal	activity of yo	ur business:				
			200-200						
Part	II: Tax Credit Based	on Noncred	IIt Courses From a Commu	nity College	or Private School				
						d and the total credit requested.			
Com	plete a separate Sche	dule 1 for ea	ach noncredit course. See the	e instructions	for more information				
					umber of	Total Credit Requested (Schedule 1, Column E)			
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# Form WRC Schedule 1

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8.

9.

10.

# **Worker Retraining Tax Credit Application for Noncredit Courses to be Approved by VEDP**

Tax	Year	Endi	ng
		on =	

Page	e of Complete a Sched	ule 1 for e	each co	urse.					
Nam	ame as it Appears on Form WRC FEIN or SSN				SN				
Dev	List each noncredit course from a Virginia community college or a school approved by the Virginia Economic Development Partnership for purposes of claiming this credit. Complete a separate Schedule 1 for each course. See the definition of "eligible worker retraining" in the instructions before completing this schedule.					VEDP USE ONLY  Course is:  Approved			
A.	Name of School								
	Type (Check One) Contact  Community College					☐ Not Approved			
	☐ Private School ☐ Check if STEM or STEAM discipline	Phone Numb	Phone Number			Initials:			
B.	ourse Title Course Number								
C.	Course Description, Including Dates, and Prered	quisites:				H578;W			
				Signature					
					Name Printed				
	400			Phone Numb	er				
emp	Qualifying Employees Taking Qualifying Noncredit Courses A qualified employee cannot be a relative of any owner or the employer claiming the credit and cannot own, directly or indirectly, more than 5% in value of the outstanding stock of a corporation claiming the credit. See the "Qualified Employee" section of the instructions.								
	Employee Name and SSN Date	imn B Course pleted		minic elCost	Column D Date Paid	Column E Oredit Requested*			
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2.									
3.					1,515				
4.									
5.									

Total for This Page

Enter on Page 1 Only - All Other Page Totals Combined

Enter in Part II, Form WRC, Total of All Pages

Enclose this schedule with Form WRC along with a copy of all documentation used to complete this form including enrollment forms from the school showing classes taken and payments made.

<sup>\* 30%</sup> of Column C costs or, if a private school, up to \$200 per qualified employee annually (\$300 per qualified employee annually if the eligible worker retraining includes retraining in a STEM or STEAM discipline).

# Form WRC Schedule 2

### Worker Retraining Tax Credit Application Schedule - Retraining Courses Undertaken Through an Approved Apprenticeship Program

Tax Year Ending

Name as it Appears on Folion WRIC				FÉING SSM					
Cojumn A	Column B		Cölumn C		Column D		Column		
Employee Name and SSN*	School Name	Gheckilli	Course Name	Completion Date	Course	Date Paid	Gredit Requested		
1.		Private STEM / STEAM							
2		Private C							
3		Private STEM STEAM			SV - V				
4.		Private STEM / STEAM							
5.		Private STEM STEAM							
8.		Private STEM STEAM							
7.		Private STEM STEM STEM							
8.		Private STEM / STEAM							
9.		Private STEM / STEAM							
0.		Private STEM STEAM STEAM							
1000				Total of	Column E	for This Page			
		Enter on	Page 1 Only, All O	ther Pages' Co	lumn E Tota	als Combined			
Enter on Page 1 Only: Total Credit	Requested for All Pages - To	tal for Page 1 Plus	All Other Page To	otals Above En	ter in Part I	II Form WRC			

Enclose this Schedule with Form WRC Also enclose a signed copy of

- 1. An Apprenticeship Action Form is required for each student Applications will not be processed without this form. Students without the form will be excluded from the credit amount granted.
- 2. Proof of payment by the employer.

<sup>\*</sup>A qualified employee cannot be a relative of any owner or the employer claiming the credit and cannot own, directly or indirectly, more than 5% in value of the outstanding stock of a corporation claiming the credit. See the "Qualified Employee" section of the instructions. \*\* 30% of Column D costs or, if a private school, up to \$200 per qualified employee annually or \$300 per qualified employee annually if the eligible worker retraining includes retraining in a STEM or STEAM discipline.

# Instructions for Form WRC Worker Retraining Tax Credit Application

#### **General Information**

The Worker Retraining Tax Credit may be claimed by employers who provide qualifying retraining for their employees through noncredit classes or through an apprenticeship agreement approved by the Virginia Jobs Investment Program, Virginia Economic Development Partnership (VEDP). Qualifying apprenticeship programs may include credit and noncredit classes. The credit is equal to:

- 30% of all training costs for qualified employees who attend Virginia community colleges.
- the actual costs up to \$200 (\$300 if the eligible worker retraining includes retraining in a STEM or STEAM discipline) per qualified employee annually for those employees who attend private schools.

The total retraining credits granted to all employers is limited to \$2,500,000 for each year. If the total qualifying credits exceed this amount, the credit will be prorated. Employers must apply for their share of the available credit by filing Form WRC with the VEDP or Department of Taxation, as applicable, to determine their proportionate share of the credit. Notification of the authorized credit amount must be received before the credit may be claimed on the tax return.

The credit is allowable against the individual income tax, estate and trust income tax, corporation income tax, bank franchise tax, and taxes imposed upon insurance companies and utility companies (under *Va. Code* §§ 58.1-2501 et seq. and 58.1-2626 et seq.). This credit is nonrefundable, but excess credit may be carried forward for the next 3 taxable years. No credit can be carried back to a preceding taxable year.

### **Process Overview For Claiming This Credit**

Claiming this credit takes the following 3-step process. Definitions used to qualify training are after Step 3.

# Step 1: Determine Eligibility of Courses or Apprenticeship Programs for Credit

Noncredit Courses: Employers seeking this credit will have retrained employees through noncredit courses. To determine if the training will qualify for this credit, complete Parts I and II, and Schedule 1 of Form WRC and send it to Virginia Jobs Investment Program, Virginia Economic Development Partnership, 901 East Byrd Street Richmond, VA 23219. For questions, cali (804) 545-5706. VEDP will determine if the course qualifies as eligible retraining. VEDP will forward this determination to the Department of Taxation for Step 2.

Apprenticeship Programs: Employers seeking this credit will have retrained employees in a Virginia Apprenticeship Council approved program under the Voluntary Apprenticeship Act. For program information, call Department of Labor and Industry at (804) 786-8009.

File Form WRC, completing Parts I and III and Schedule 2 (see Exception below), with the Department of Taxation, Tax Credit Unit, P. O. Box 715, Richmond, VA 23218-0715, to determine program applicability and authorized credit.

**EXCEPTION:** If applying for retraining credits for noncredit courses and an apprenticeship program, complete all of Form WRC and file it with VEDP. After processing Schedule 1, VEDP will send Form WRC to the Department of Taxation.

Step 2: Requests for Additional Information and Notification of Authorized Credit

Additional information: If the Virginia Economic Development Partnership or the Department of Taxation needs additional information they will contact you by May 1 and you will have until May 15 to respond. If you have not received acknowledgment of your application from the Department of Taxation by May 31 please call (804) 786-2992.

The Department of Taxation will issue the credit by June 30. If you have not received your credit certification by July 15, please call (804) 786-2992.

Extension of time for filling: If the tax return upon which this credit will be claimed is due on or before May 1, you may need to file an automatic extension payment for any tax due or file an amended return upon receipt of the credit information.

### Step 3: Claim Worker Retraining Tax Credit on Your Return

After receiving notification of authorized credit, you may claim the credit on the applicable Virginia tax return. See the tax return instructions for computation and enclosure details.

### **Definitions**

Eligible Worker Retraining means the retraining of a qualified employee that promotes economic development. Retraining of a qualified employee will promote economic development when the employment brings new income into Virginia, stimulates additional employment, improves existing processes, products or services, or is the basis for further economic growth. The retraining can be accomplished through:

- noncredit courses at any Virginia community college or a private school or
- (ii) worker retraining programs undertaken through an apprenticeship agreement approved by the Virginia Apprenticeship Council.

Noncredit Courses include, but are not limited to:

- specific job-related skills/studies:
- computer training due to process or equipment change of entrylevel computer skills (ongoing computer software upgrades are not included);
- continuous improvements such as team building and quality training;
- management and supervisory training;
- safety and environmental training programs; and
- credit or noncredit approved apprenticeship courses.

Qualified Employee means an employee who works in a full-time position requiring a minimum of 1,680 hours in the normal year of the employer's operation and standard fringe benefits are offered to the employee. Employees eligible to take credit or noncredit courses undertaken through a registered apprenticeship agreement must be employed in a full-time position requiring a minimum of 1,924 hours in the normal year of the employer's operation unless otherwise approved by the Virginia Apprenticeship Council. A qualified employee shall not be a spouse, child, grandchild, parent or sibling of an employer, or in the case of a corporation, an individual that

owns, directly or indirectly, 5% or more of the corporation's stock. Employees in seasonal or temporary positions are not qualified for this program.

Retraining means an upgrade in training for existing employees, which is identified as essential to the production or distribution of a product, rendering services or retraining provided through an apprenticeship agreement approved by the Virginia Apprenticeship Council.

Standard Fringe Benefits means the benefits that a particular employer offers to its full-time employees.

STEM or STEAM discipline means a science, technology, engineering, mathematics, or applied mathematics related discipline as determined by the VEDP in consultation with the Superintendent of Public Instruction. The term also includes a health-care related discipline.

**Training Costs** means instruction, instructional materials, facilities fees and other costs determined to be necessary to the delivery of the training. Trainee wages and curriculum development costs are not covered.

### **Instructions For Completing Form WRC**

When completing Form WRC, remember that claiming the credit is a multi-step process. Complete Form WRC and the required schedules using the definitions listed earlier in these instructions. To assist you in completing Schedules 1 and 2 correctly, review these definitions: Eligible worker retraining, qualified employee, noncredit courses, retraining, standard fringe benefits and training costs.

### Part ! - Description of Business Activities

Enter the principal activity of the business.

### Part II - Credit Based on Noncredit Courses From a Community College or Private School

Credit will be granted for retraining through noncredit courses approved by the VEDP.

Complete Schedule 1 (Form WRC). If additional space is needed, enclose a separate page. Complete a separate Schedule 1 for each course for which the credits are requested. Enter the total number of courses and total credit requested for training costs for approved courses in the space provided in Part II of the Form WRC.

### Part III - Credit Based on Apprenticeship Programs

Credit will be granted for apprenticeship programs (approved by the Virginia Apprenticeship Council through the Virginia Department of Labor and Industry) which meet the qualifications for this credit. See the definitions provided earlier in these instructions, before completing this section.

Complete Schedule 2 (Form WRC).

- If you have more than one school, then use a separate Schedule 2 for each school.
- Enter the student names in alphabetical order.
- If including additional summary worksheets, submit one worksheet for each school and complete all fields as listed on Schedule 2 (list student names in alphabetical order, school name, course name, etc.).
- Organize each school in a separate folder with Form WRC, Schedule 2, invoices, Labor Department Apprenticeship Form and copies of E-checks or canceled checks.

See the definitions listed in these instructions before completing Schedule 2 to ensure that the training costs and employees listed qualify for the credit.

#### When and Where To File Form WRC

File Form WRC no later than April 1 in order for the qualification process to be completed. Forms received after that date may not be processed and credit may not be approved.

If applying for the Worker Retraining Tax Credit based on the noncredit course alone or on both the noncredit course and an apprenticeship program, file Form WRC with all required enclosures (listed below) to:

Worker Retraining Tax Credit Application Virginia Jobs Investment Program

Virginia Economic Development Partnership 901 East Byrd Street Richmond, VA 23219

If applying for the Worker Retraining Tax Credit based only on the apprenticeship program, file Form WRC with all required enclosures (listed below) to:

Tax Credit Unit Virginia Department of Taxation P.O. Box 715 Richmond, Virginia 23218-0715

### What To Enclose with Form WRC

If Schedule 1 of Form WRC was completed, enclose a copy of the documentation used in completing Schedule 1, including enrollment forms from the school/college showing the courses taken and payment by the employer.

If Schedule 2 of Form WRC was completed, enclose a signed copy of the Apprenticeship Action Form, Apprenticeship Related Instruction Enrollment Form, and proof of payment by employer.

### Pass-Through Entities

The Virginia Department of Taxation will issue a credit certification letter specifying the amount of credit authorized to each partnership, S corporation or limited liability company qualifying to claim a portion of this credit.

Each pass-through entity must File Form PTE with the Department of Taxation within 30 days after the credit is granted. This information should be sent to: Department of Taxation, ATTN: Tax Credit Unit, P.O. Box 715, Richmond, VA 23218-0715 or you may fax it to (804) 774-3902.

All pass-through entities distributing this credit to their owner(s), shareholders, partners or members must give each a Schedule VK-1, Owner's Share of Income And Virginia Modifications And Credits,

### Where To Get Help

Write to the Virginia Department of Taxation, Tax Credit Unit, P.O. Box 715, Richmond, VA 23218-0715 or call (804) 786-2992. To order forms, call (804) 367-8031. Visit www.tax.virginia.gov for most Virginia tax forms and additional tax information. Forms are also available from the office of your local Commissioner of the Revenue, Director of Finance or Director of Tax Administration.

Virginia Tax Bulletin 99-4, dated April 5, \$999, provides additional information on the Worker Retraining Tax Credit and how the credit applies. To obtain this bulletin, visit our website or write to the address provided above.