

## HB354 INTRODUCED



1      HB354  
2      9J5XIPP-1  
3      By Representative Robbins  
4      RFD: Ways and Means Education  
5      First Read: 29-Jan-26



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4     SYNOPSIS:

5                 This bill would create a workforce talent  
6     recruitment program, administered by the Alabama  
7     Department of Economic and Community Affairs, to award  
8     grants for incentivizing individuals and households to  
9     relocate to this state.

10                This bill would designate that eligible  
11    applicants for the program are municipalities,  
12    counties, and nonprofit organizations.

13                This bill would provide an application process  
14    for eligible applicants to apply for grant funds under  
15    the program.

16                This bill would provide data reporting  
17    requirements for grant recipients.

18                This bill would provide eligibility requirements  
19    for individuals and households to receive relocation  
20    incentives under the program.

21                This bill would also create the Talent  
22    Recruitment Program Grant Fund to provide for the  
23    administration and disbursement of grant funds.

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                  A BILL

                  TO BE ENTITLED

                  AN ACT



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29  
30 Relating to the Department of Economic and Community  
31 Affairs and workforce talent recruitment; to establish a  
32 talent recruitment grant program administered by the  
33 department; to award grant funds to eligible applicants; to  
34 provide eligibility standards; and to establish the Talent  
35 Recruitment Program Grant Fund.

36 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

37                   Section 1. For the purposes of this act, the following  
38                   terms have the following meanings:

39 (1) DEPARTMENT. The Department of Economic and  
40 Community Affairs.

41 (2) HOUSEHOLD. A group of one or more individuals who  
42 dwell together within the same dwelling.

43 (3) HOUSEHOLD GOAL. The total number of households that  
44 a talent recruitment program seeks to successfully incentivize  
45 to relocate or commit to relocate from outside this state to a  
46 municipality in this state.

49 (1) Establish and administer a workforce talent  
50 recruitment grant program for the purpose of awarding grants  
51 for talent recruitment programs that incentivize households to  
52 relocate from outside this state to a municipality in this  
53 state;

54 (2) Award grants to eligible applicants for the purpose  
55 of administering the talent recruitment program and the costs  
56 associated with incentivizing households to relocate from



57 outside the state to municipalities in the state; and

58 (3) Disburse 50 percent of the total grant award upon  
59 entering into a grant contract and 50 percent of the total  
60 grant award upon the recipient reporting to the department  
61 that the recipient has successfully met half of the household  
62 goal stated in the talent recruitment program plan. If the  
63 recipient fails to meet half of its stated household goal, the  
64 department shall not disburse the remaining grant amount.

65 (b) Eligible applicants for the talent recruitment  
66 program shall include:

67 (1) A municipality or county in this state; and

68 (2) A nonprofit organization that has as a mission  
69 economic development, workforce and talent development, or  
70 community development.

71 (c) Applicants for the talent recruitment program shall  
72 do all of the following:

73 (1) Provide the department with a talent recruitment  
74 program plan that includes:

75 a. The total estimated cost of the program;

76 b. The individual estimated costs associated with the  
77 program's design, administration, marketing, and relocation  
78 incentive initiatives;

79 c. The program's household goal;

80 d. The estimated total grant amount per relocated  
81 household;

82 e. The program's estimated state and local tax impact;  
83 and

84 f. The program's estimated total economic impact.



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85 (2) Demonstrate the ability to contribute at least 20  
86 percent of the total talent recruitment program cost. The  
87 applicant's contribution may include local investments and  
88 in-kind donations. In order for a previous grant recipient to  
89 be eligible for additional grant funds, the applicant must  
90 have met the household goal stated in the talent recruitment  
91 program plan.

92 (d) Each grant recipient must provide semiannual  
93 reports to the department with the following information:

94 (1) The total number of household applications.

95 (2) The total number of approved households.

### 96 (3) The cost per approved household.

97 (4) The annual incomes and occupations of approved  
98 households.

99 (5) The economic impact of the talent recruitment  
00 program, including state and local tax revenue and new  
01 consumer spending.

102 (6) Verification of eligibility for moved and committed  
103 to move households.

104 (e) A household is eligible for the talent recruitment  
105 program incentives if the household meets all of the following  
106 requirements:

107 (1) Resides outside of this state at the time the  
108 household applies for talent recruitment program incentives.

109 (2) Has an individual household income of at least  
110 fifty five thousand dollars (\$55,000).

111 (3) Submits an application to the recipient of a grant  
112 to receive talent recruitment program incentives.



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113                   Section 3. (a) The Talent Recruitment Program Grant  
114 Fund is created in the State Treasury.

115                   (b) The fund shall consist of all monies paid into the  
116 State Treasury to the credit of the fund or by legislative  
117 appropriations, grants, gifts, or otherwise.

118                   (c) Monies contained in the fund may be expended for  
119 grants as provided under this act.

120                   (d) At the end of any fiscal year, any unexpended or  
121 unencumbered monies contributed to or deposited in the fund  
122 from any source shall remain in the fund for the use of the  
123 department for the talent recruitment program.

124                   (e) All monies in the fund shall be budgeted and  
125 allotted pursuant to the Budget Management Act in accordance  
126 with Article 4 of Chapter 4 and Chapter 19 of Title 41, Code  
127 of Alabama 1975, and only in the amount provided by the  
128 Legislature in the general appropriations act or other  
129 appropriations act.

130                   Section 4. This act shall become effective on October  
131 1, 2026.