



**House Ways and Means Education Reported Substitute  
for HB354**

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28

A BILL  
TO BE ENTITLED  
AN ACT

Relating to the Department of Workforce; to establish a talent recruitment grant program administered by the department; to award grant funds to eligible applicants; to provide eligibility standards; and to establish the Talent Recruitment Program Grant Fund.

BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

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

- (1) DEPARTMENT. The Alabama Department of Workforce.
- (2) HOUSEHOLD. A group of one or more individuals who dwell together within the same dwelling.
- (3) HOUSEHOLD GOAL. The total number of households that a talent recruitment program seeks to successfully incentivize to relocate or commit to relocate from outside this state to a county or municipality in this state.

Section 2. (a) Subject to the availability of funds, the department shall:

- (1) Establish and administer a workforce talent recruitment grant program for the purpose of awarding grants for talent recruitment programs that incentivize households to



**House Ways and Means Education Reported Substitute  
for HB354**

29 relocate from outside this state to this state;

30 (2) Award grants to eligible applicants for the purpose  
31 of administering the talent recruitment program and the costs  
32 associated with incentivizing households to relocate from  
33 outside this state to this state; and

34 (3) Disburse 50 percent of the total grant award upon  
35 entering into a grant contract and 50 percent of the total  
36 grant award upon the recipient reporting to the department  
37 that the recipient has successfully met half of the household  
38 goal stated in the talent recruitment program plan. If the  
39 recipient fails to meet half of its stated household goal, the  
40 department shall not disburse the remaining grant amount.

41 (b) Eligible applicants for the talent recruitment  
42 program shall include:

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

44 (2) A nonprofit organization that has a mission  
45 relating to economic development, workforce and talent  
46 development, or community development.

47 (c) Applicants for the talent recruitment program shall  
48 do all of the following:

49 (1) Provide the department with a talent recruitment  
50 program plan that includes:

51 a. The total estimated cost of the program;

52 b. The individual estimated costs associated with the  
53 program's design, administration, marketing, and relocation  
54 incentive initiatives;

55 c. The program's plan to assure that new households do  
56 not displace households that already live in the county or



**House Ways and Means Education Reported Substitute  
for HB354**

57 municipality;

58 d. The program's household goal;

59 e. The estimated total grant amount per relocated  
60 household;

61 f. The program's estimated state and local tax impact;  
62 and

63 g. The program's estimated total economic impact.

64 (2) Demonstrate the ability to contribute at least 20  
65 percent of the total talent recruitment program cost. The  
66 applicant's contribution may include local investments and  
67 in-kind donations. In order for a previous grant recipient to  
68 be eligible for additional grant funds, the applicant must  
69 have met the household goal stated in the talent recruitment  
70 program plan.

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

73 (1) The total number of household applications.

74 (2) The total number of approved households.

75 (3) The cost per approved household.

76 (4) The annual incomes and occupations of approved  
77 households.

78 (5) The economic impact of the talent recruitment  
79 program, including state and local tax revenue and new  
80 consumer spending.

81 (6) Verification of eligibility for moved and committed  
82 to move households.

83 (e) A household is eligible for the talent recruitment  
84 program incentives if the household meets all of the following



**House Ways and Means Education Reported Substitute  
for HB354**

85 requirements:

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

88 (2) Has an individual household income equal to or  
89 greater than the median household income for the state, as  
90 reported in the most recently completed decennial census  
91 published by the United States Bureau of the Census.

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

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

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

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

101 (d) At the end of any fiscal year, any unexpended or  
102 unencumbered monies contributed to or deposited in the fund  
103 from any source shall remain in the fund for the use of the  
104 department for the talent recruitment grant program.

105 (e) All monies in the fund shall be budgeted and  
106 allotted pursuant to the Budget Management Act in accordance  
107 with Article 4 of Chapter 4 and Chapter 19 of Title 41, Code  
108 of Alabama 1975, and only in the amount provided by the  
109 Legislature in the general appropriations act or other  
110 appropriations act.

111 Section 4. This act shall become effective on October  
112 1, 2026.