

1 State of Arkansas  
2 95th General Assembly  
3 Regular Session, 2025  
4

# A Bill

HOUSE BILL 1802

5 By: Representatives Warren, Barnett, K. Brown, Childress, Cozart, Dalby, Eaton, Furman, Gramlich,  
6 Henley, McGrew, McGruder, Milligan, Nazarenko, Painter, J. Richardson, Rye, Wing  
7 By: Senators J. Petty, K. Hammer, R. Murdock, D. Wallace  
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## For An Act To Be Entitled

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10 AN ACT TO CREATE THE TALENT RECRUITMENT GRANT  
11 PROGRAM; TO PROVIDE INCENTIVES FOR INDIVIDUALS TO  
12 RELOCATE TO THE STATE; AND FOR OTHER PURPOSES.  
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## Subtitle

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16 TO CREATE THE TALENT RECRUITMENT GRANT  
17 PROGRAM; AND TO PROVIDE INCENTIVES FOR  
18 INDIVIDUALS TO RELOCATE TO THE STATE.  
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20 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:  
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22 SECTION 1. Arkansas Code Title 14, Chapter 173, is amended to add an  
23 additional subchapter to read as follows:

### Subchapter 2 – Talent Recruitment Grant Program

#### 14-173-201. Definitions.

27 (1) "Applicant" means an entity applying for a talent  
28 recruitment grant under this subchapter;

29 (2) "Individual" means a person who:

30 (A) Resides outside of the state at the time he or she  
31 applies for an incentive under this subchapter; and

32 (B) Either:

33 (i) Receives an annual salary of at least fifty-five  
34 thousand dollars (\$55,000) for a remote work position in which the person  
35 will continue to be employed after relocating to the state; or

36 (ii) Has been offered and has accepted an offer of



1 full-time employment in the state; and

2 (3) "Individual goal" means the total number of individuals an  
 3 applicant seeks to successfully incentivize to relocate to a municipality in  
 4 the state through a talent recruitment program.

6 14-173-202. Talent Recruitment Grant Program – Creation and funding.

7 (a) The Talent Recruitment Grant Program is created to award grants  
 8 for talent recruitment programs to incentivize individuals outside of the  
 9 state to relocate to municipalities in the state.

10 (b) The Association of Arkansas Development Organizations shall  
 11 administer the program.

12 (c)(1) The award of grants under this subchapter is contingent on the  
 13 availability of funds.

14 (2) Funding for the program may be from a combination of  
 15 federal, state, and private funds, including without limitation:

16 (A) Any funds authorized or provided for by law;

17 (B) Contributions from private entities, including without  
 18 limitation grants, donations, and investments; and

19 (C) Other available funding methods, including without  
 20 limitation public grants.

22 14-173-203. Talent recruitment grants.

23 (a) An applicant shall submit an application to the Association of  
 24 Arkansas Development Organizations in the form and manner required by the  
 25 association.

26 (b) To be eligible for a talent recruitment grant under the Talent  
 27 Recruitment Grant Program, an applicant shall:

28 (1) Be either a:

29 (A) Municipality in the state; or

30 (B) Nonprofit organization in the state that has a mission  
 31 that includes one (1) or more of the following:

32 (i) Economic development;

33 (ii) Workforce and talent development; or

34 (iii) Community development;

35 (2) Provide a talent recruitment plan that identifies the:

36 (A) Applicant’s proposed incentives and criteria for

1 awarding incentives under this subchapter;

2 (B) Total estimated costs of the applicant's talent  
3 recruitment program, including separate estimates of the costs associated  
4 with the design, administration, marketing, and incentive initiatives of the  
5 talent recruitment program;

6 (C) Estimated state and local tax impact of the  
7 applicant's talent recruitment program;

8 (D) Estimated total economic impact of the applicant's  
9 talent recruitment program; and

10 (E) Applicant's individual goal and the estimated cost of  
11 the talent recruitment program per individual relocated to the state;

12 (3) Demonstrate the applicant's ability to contribute at least  
13 twenty percent (20%) of the total cost for the applicant's talent recruitment  
14 program, including local investments and in-kind donations; and

15 (4) If the applicant has previously received a talent  
16 recruitment grant under this subchapter, demonstrate that the applicant met  
17 its individual goal for each previous grant awarded under this subchapter.

18 (c) After approving an application under this section, the association  
19 shall disburse:

20 (1) Fifty percent (50%) of the talent recruitment grant award to  
21 the recipient upon approval of the application; and

22 (2)(A) Fifty percent (50%) of the talent recruitment grant award  
23 to the recipient when the recipient demonstrates that the recipient has  
24 successfully met at least one-half (1/2) of the recipient's individual goal.

25 (B) If a recipient of a talent recruitment grant under  
26 this subchapter fails to meet at least one-half (1/2) of the recipient's  
27 individual goal, the association shall not disburse the remaining fifty  
28 percent (50%) of the talent recruitment grant award to the recipient.

29 (d) Talent recruitment grants awarded under this subchapter shall:

30 (1) Be awarded on an annual basis; and

31 (2) Not exceed five hundred thousand dollars (\$500,000) per  
32 applicant in a fiscal year.

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34 14-173-204. Talent recruitment programs – Application for incentives.

35 (a) An individual may submit an application to a talent recruitment  
36 program established by a recipient of a talent recruitment grant under this

1 subchapter for incentives for relocating to the state.

2 (b) A recipient of a talent recruitment grant under this subchapter  
3 shall approve or deny applications received under this section in accordance  
4 with the talent recruitment plan approved by the Association of Arkansas  
5 Development Organizations.

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7 14-173-205. Reporting requirement.

8 A recipient of a talent recruitment grant under this subchapter shall  
9 provide quarterly reports to the Association of Arkansas Development  
10 Organizations detailing the following data concerning the outcomes of the  
11 recipient's talent recruitment program:

12 (1) The total number of applications the talent recruitment  
13 grant recipient received from individuals;

14 (2) The total number of applications the talent recruitment  
15 grant recipient approved for incentives under § 14-173-204;

16 (3) The cost of the talent recruitment grant recipient's talent  
17 recruitment program per individual who was approved for incentives under §  
18 14-173-204;

19 (4) The annual income and the occupation of each individual who  
20 was approved for incentives under § 14-173-204; and

21 (5) The economic impact of the recipient's talent recruitment  
22 program, including without limitation the total state and local tax revenue  
23 generated from and consumer spending by individuals who were approved for  
24 incentives under § 14-173-204.

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27 **APPROVED: 4/14/25**  
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