

Louisiana Launches High Impact Jobs Program

Details of New Legislation

On June 20, 2025, Governor Jeff Landry signed Act 372, officially launching the **High Impact Jobs Program (HIP)**, a new grant-based incentive designed to reward companies creating high-paying jobs in Louisiana. Administered by Louisiana Economic Development (LED), HIP Replaces the long-standing Quality Jobs tax credit and introduces more flexible, performance-based cash incentives for businesses in high-growth sectors. Effective as of July 1, 2025, HIP offers direct financial support to companies investing in Louisiana talent – especially in distressed areas and for roles requiring advanced degrees or specialized skills. The first grants will be issued starting July 1, 2026.

High Impact Jobs Program Summary

Louisiana's HIP delivers **reimbursable cash grants** for up to 5 years – directly tied to wage levels and job location. Funding is awarded on a **first-come, first-served** basis and offers real-time financial impact and stronger incentives for companies making a difference in communities that need investments the most.

Key Highlights

- **Eligibility:** Louisiana-based or relocating companies in priority industries including energy, advanced manufacturing, aerospace, biotechnology, agribusiness, logistics, and technology (sole proprietorships are not eligible).
- **Job Creation Requirements:** Eligible companies creating at least one new job that meets program requirements can apply. Jobs must be full-time, benefits-eligible positions filled by Louisiana residents.
- **Incentive Value:** Based on annualized wages of each new job (up to \$200,000 per job/year), with escalating grant rates:
 - 8% for new jobs in a distressed area paying at least 110% but less than 125% of the lesser of the parish or regional average wage.
 - 18% grant for new jobs paying at least 125% of the parish average wage.
 - 22% grant for new jobs paying at least 150% of the parish average wage.
 - Bonus grant available for retaining highly skilled workers with advanced degrees.

Grant contracts run for an initial three years, with a two-year renewal option.

Recommended Action

This highly competitive program has limited funding and early-stage evaluation is critical for the best chance to secure funding. Atlas Insight can assist with program evaluation, application preparation, and compliance to maximize benefits.

Please contact **Brian Corde** at (732) 410-4568 / bcorde@atlasinsight.com to find out if your project may be a good fit for this valuable new incentive. Learn more about our dedicated Site Selection and Incentives expertise at www.atlasinsight.com.