

Incumbent Workforce Training Program
Workforce and Talent Division
Ohio Department of Development
SFY 2008-2009

Goal: The goal of the Incumbent Workforce Training Program is to assist Ohio businesses in remaining competitive and increasing investment in incumbent worker training, retaining employees, advancing wages over time, and acquiring generally recognized credentials to document skill gains.

Total Funds: Funding will be through the federal Workforce Investment Act allocation made to the state of Ohio. Six million dollars will be available during State Fiscal Year 2008 and nine million dollars will be available during State Fiscal Year 2009.

Grant Award Ceiling: Grants will be up to \$1,000 per employee trained and capped at \$200,000 per business or trainer based on the actual cost of training. Grants are disbursed on a reimbursement basis for 50% of the cost of direct training. The division must make at least 25% of the grants each fiscal year to businesses engaged primarily in activities other than manufacturing and with fewer than 500 employees. The funding agreement will be between the recipient business and the designated local workforce investment board.

Eligible Recipients: Ohio businesses and, in limited circumstances, a trainer where the trainer is delivering the same eligible training to more than one company as part of a common or shared training plan.

Eligible Activities: Training for incumbent workers that upgrade skills and knowledge. The training must have common acceptance as a skill required for a particular industry over and above an entry level skill. 25% of the funding in each fiscal year will be reserved for businesses engaged primarily in activities other than manufacturing and with fewer than 500 employees. Up to 10% of the award may be used to fund curriculum development.

Application Timing and Process: Beginning March 1, 2008, applications will be accepted on an on-going basis until funds are exhausted. Prior to submission of an application, an Ohio Department of Development Regional Workforce Training Coordinator will work with the company to assess eligibility. If the company qualifies, the Representative will work with the company to create a training plan, time line and identify training provider(s). Agreements will be signed with the designated local Workforce Investment Board which will disburse money to the company.

Application Submission: March 1, 2008 to April 30, 2009.