

## Training Incentives Summary

### Heffner and Associates, Ltd.

Name of Program	Who is Eligible	Identify Benefit	Restrictions	How to Apply
Skills Trac	Large and small manufacturers	Workers will be more proficient in their jobs, offering employers increased productivity, increased loyalty, and enhanced profitability with low cost training thru SkillsTrac.		Contact closest training institution (Edison, Sinclair, Wright State University Lake Campus, Upper Valley JVS) or Heffner and Associates.
Entrepreneurial Signature Program	Single, not for profit organizations	Increase technology-based entrepreneurial commercialization outcomes throughout a defined geographical region and to focus the effort on strategic technology-based sectors that offer exceptional economic development prospects for the region.	Limited to technology based entrepreneurs and small technology based companies	Contact Regional Training Coordinator or County Job Center or Heffner and Associates.
The Third Frontier Project	Ohio businesses that exhibit innovation, high tech focus, commercial product development, advanced manufacturing technology	Provides cost effective access to high-tech workforce and an opportunity for employment after completion.	Reimbursement on up to 50% of costs up to \$3000	Apply at <a href="http://www.ohio3fip.com">www.ohio3fip.com</a> or contact Heffner and Associates

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Ohio Workforce Guarantee Program	Supports companies making investments in facilities, equipment and training that result in the retention and creation of jobs for Ohioans.	The OWG is one of the few programs in Ohio that provides direct financial support to employers for training. Employers have the ability to choose the training provider whether it is a company employee or an outside training provider. The OWG pays for a portion of instructor salaries, materials, travel and special needs.	Companies that fail to make significant progress toward their job creation, retention, training and capital investment commitments of a project may only be able to draw down a proportionate share of their training grant funds. Applications are not being accepted at this time.	County Job Center or Heffner and Associates.
Energizing Careers	Workers in need of updated training related to the renewable energy industry, dislocated workers, veterans, and historically underserved populations such as women, minorities, and Appalachian residents	Designed to develop a pipeline of qualified, skilled workers that meets employer demand and promotes a robust green energy supply chain. Targeted sectors are wind, solar, and biomass.	Up to \$6,000 per individual for approved training and apprenticeship programs that provide certifications and/or degrees for occupations within the targeted sectors.	Contact The Ohio Department of Development or Heffner and Associates.

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OJT National Emergency Grant	Employers from an Ohio Skills Bank target industry within the WIA area's region. Employers hiring in a local demand occupation. Employers from a statewide targeted industry: Advance Energy & Environmental Tech., Aerospace & Aviation, Agriculture & Food Processing, Bioscience & Bio-products, Corporate & Professional Services, Distribution & Logistics, Instruments, Controls & Electronics, Motor Vehicle & Parts Mfg., Polymers & Advanced Materials, Banking & Insurance.	Aims to place prolonged unemployed Dislocated Workers in permanent jobs by reimbursing eligible employers for the costs of training the individuals they commit to hire based on a percent of the trainee's wages.	Total cost of participant OJT can not exceed \$8,000. Wage to be reimbursed can not exceed \$19.37/hr. Length of training can not exceed six months.	All workforce areas may submit requests for OJT funding on a first-come, first-served basis to cover the cost of OJT contracts with local employers as authorized in the area's OJT policy and subject to additional requirements.

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On-the-Job-Training Through County Job Center	Individuals who are eligible and suitable for WIA training services, including determination of self-sufficiency for employed workers, following the guidelines of Area 7 policy P7-501: Self-Sufficiency. WIA customers who have completed formal training via an Individual Training Account (ITA) may be eligible for an OJT if they are still at risk of not achieving employment with their new credential. Each trainee must have an individualized training plan, which outlines training goals, duration, wage, and expected outcomes.	Ojt is a work-based training opportunity for adult, dislocated worker, and youth customers. OJT's allow participants to acquire workplace literacy, upgrade skills, learn new production or service procedures while the employer is reimbursed a portion of the trainee's wage to compensate for the additional supervision and other extraordinary costs associated with training the participant.	Formula-funded OJT's may not exceed \$8,000 total. Sub-grantees may choose to utilize lower cap, but may only do so as a system to ensure continuity of services for employers. No more than 50% of the trainee's wage be reimbursed during the training period. The employer's match may not come from other grants or be charged to the trainees or deducted from their paychecks in any way.	Contact County Job Center or Heffner & Associates.