

Visit our website at:
www.city.cleveland.oh.us
and
www.employmentconnection.us

Additional City of Cleveland
programs that can help your
business include:

*Vacant Property Initiative
Loan Fund Program*

*Technology Business Grant
Program*

*Green Technology Business Grant
Program*

*Citywide Business Grant
Programs*

*Neighborhood Retail Assistance
Program*

*Economic Development Loan
Program*

Working Capital Loan Program

For more information,
please contact:

Amanda Collins

Business Service Representative

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E-mail: acollins@city.cleveland.oh.us

Workforce Training is a financial incentive offered to employers to provide businesses the opportunity to train new and current employees in an advanced skill that will enhance the efficiencies, productivity or effectiveness of the business operations.



City of Cleveland
Department of Economic Development
Workforce Development
1020 Bolivar Road
Cleveland, Ohio 44115



WORKFORCE DEVELOPMENT TRAINING INCENTIVES



CITY OF CLEVELAND
Mayor Frank G. Jackson

Customized Worker Training

Overview

The goal of Workforce Development Training program is to provide training to existing or new employees to increase productivity and to assist companies with growth, employee retention, or to avert layoffs. Training is for a single employer or group of employers meeting a specific need.

Requirements

- Application must include an outline of the training need, curriculum, and budget.
- Applicant must be current on all state and local tax obligations.
- Applicant must have at least one full-time employee.
- Training must be for new technology, production, and service procedures.
- Applicant must be operating or planning a new or expanded business in the greater Cleveland area at the time of application.
- Positions must pay a Living Wage for all employees.
- Applicant must commit to hire or continue to employ trainee for a minimum of 1 year upon successful completion of training.
- Applicant is required to pay no less than 50% of the total training cost if the company has 100 or more employees.
- Applicant is required to pay 33% of total training costs if the company has less than 100 employees.

Training Expenses

Reimbursable Training Expenses:

- Instructor/trainer salary during the time of training
- Curriculum Development
- Delivery of training services by an eligible provider
- Textbooks/manuals
- Materials and supplies
- Travel expenses necessary for training

Non-Reimbursable Training Expenses:

Purchase of capital equipment



Amount of Awards

Awards up to \$50,000 require approval by Employment Connection Training Committee. Awards exceeding \$50,000 also require Workforce Investment Board approval.

On-The-Job Training Facts Job Seeker Service

Overview

On-The-Job Training requires an agreement between the Applicant, Employment Connection, and a Workforce Investment Act (WIA) eligible trainee (new or current employee) to provide occupational skill training in a **demand occupation**. The WIA eligible trainee must be hired or retained with the same rights and benefits as a regular employee of the company. The costs covered under this program include the lesser of **extraordinary costs** of training or **employee wages** during the training period.

Requirements

- Application must include an outline of the training curriculum and period.
- Training period cannot exceed 6-months.
- Applicant must be current on all state and local tax obligations.
- Applicant must have a current and written Equal Employment Opportunity Policy and Disciplinary and Termination Policy.
- Applicant must commit to hire or continue to employ trainee for a minimum of 1 year as a regular employee with all benefits and rights of similar employees.
- Applicant must provide documentation of employment in the form of a certified payroll.
- Training is related to a job with growth potential.
- Applicant must complete a follow-up form that documents trainees performance measures which shows increase in earnings or skills.