Employer Advantage Summary

Training Reimbursement Grant

Application Deadline: January 31, 2022

What is Employer Advantage?

Employer Advantage is a training reimbursement program that helps Franklin County Employers upskill their current employees with in-demand skills.

Program Rules

- Maximum Reimbursement per Company: $25,000
  - Reimbursement ratio based on company size
    - 50 or fewer employees = 80% of the cost of training for the employer
    - 51-100 employees = 60% of the cost of training for the employer
    - 101 or more employees = 40% of the cost of training for the employer
- Incumbent Workers
  - A person employed for at least 6 months before the training start date
  - Or a cohort of employees where at least half have been employed for 6 months before the training start date
  - Priority will be given to workers making less than a living wage (approx. $20/hr or less)
- Short-term Training
  - Must result in a certificate of completion or a credential
  - In-Demand skills that lead to in-demand jobs are preferred
    - See https://topjobs.ohio.gov/ for in-demand jobs list.
    - Leadership and “soft skills” training does not apply
  - Must be completed within 6 months
  - Must be third-party (external) training provider

Application Process

1. Online Application Form - https://forms.office.com/r/LTv0dpaaur
   a. Input basic information about your organization
2. Letter
   a. Explain the value of the training to your organization and your employees
      i. For example, does it help increase skills, retain employment, avert layoffs, necessary for business growth, etc.?
      ii. Does training lead to valuable certifications, credentials, wage increases or promotion?
3. Training Plan
   a. Excel Template provided
   b. Input details about trainees and training
   c. Go to https://www.wdbco.org/employer-advantage-fund to access the template.
4. The final step is to submit the training plan and letter via businesssolutions@wdbco.org with "Employer Advantage" in the subject line.

*This document is a summary and is not intended to replace the Incumbent Worker Training Policy.*