

EMPLOYER WORKFORCE INCENTIVES

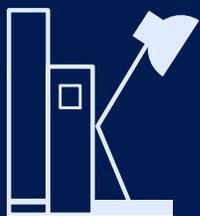
INCUMBENT WORKER TRAINING



Employers in our regions' in-demand industry sectors can receive up to \$10,000 per year to train existing workers who have worked for a company full-time for at least six months in our new Incumbent Worker Training program. Training on or off-site provided by the Kentucky Community & Technical College System, a state college/university, a licensed and certified private institution, or a consultant may be eligible for reimbursement. Costs eligible for reimbursement include instructors' classroom costs, curriculum development, required textbooks or manuals, required materials and supplies, equipment purchased specifically for use in the training, post-training assessment or testing fees for training-related certifications and trainee travel expenses. An employer match is required on a sliding scale based on company size. Employers with 50 or fewer employees must contribute at least 10 percent of the cost. Employers with 51 to 100 employees must contribute at least 25 percent, and employers with more than 100 employees must contribute at least 50 percent of the cost.

ON-THE-JOB TRAINING

On-the-Job Training is a training option for higher-skilled occupations while allowing an employer to hire and train an individual who would not otherwise qualify for the job. OJT provides an employer with a partial wage reimbursement of 50% with a \$7,000 max per participant not to exceed six (6) months in exchange for employer training and a commitment to retain the individual when the training is successfully completed. OJT contracts support employers that need skilled talent and are offered for high-demand sector occupations, provide wages that lead to family self-sufficiency, and ensure long-term self-sufficiency for their employees.



YOUTH WORK EXPERIENCE

Youth work experiences are planned structured academic and occupational educational experiences that take place in a workplace for a limited period of time. These internships/work experiences can last up to six months, up to 40 hours per week, with pay rate matching the rate of other employees in similar positions, up to \$16.00 per hour, not to exceed 1,040 hours. Through work experience, youth will receive employability skills/job readiness training. While the goal is for the experience to lead to full-time permanent employment, the employer has a low-risk opportunity to train an individual in their facility with no obligation to hire.

EMPLOYMENT CONNECTIONS

Employment Connections (EC) is a program designed to assist TANF and SNAP recipients in developing skills to obtain, retain, and/or upgrade employment skills and secure employment to achieve self-sufficiency. EC offers clients active participation in community service, work experience in non-profit agencies, job readiness training, wage subsidy for TANF clients and unsubsidized employment opportunities. Wage Subsidy offers 75% reimbursement to employers for 4 months and 50% for 2 additional months if a TANF client is hired using the program with a goal of permanent employment. The program staff encourages employers to hire participants, but employers are under no obligation to provide permanent employment past the contract. Employment Connections serves Boone, Bourbon, Campbell, Carroll, Gallatin, Grant, Harrison, Kenton, Nicholas, Owen, Pendleton, and Scott counties.



REVOLVING LOAN PROGRAM



The Small Business Lending Program, or "Revolving Loan Fund" (RLF), is a publicly administered development capital fund. The RLF serves small business owners who are having difficulty securing private financing. Loan requests between \$10,000 and \$100,000 are considered for projects with economic benefits for the region and the workforce. For each loan project, RLF funds shall comprise between 15-50% of the total cost of each project, with the balance financed by private sources. The borrower is responsible for a two percent (2%) origination fee and the closing costs. Most loans are assigned a fixed interested rate determined by the RLF committee. The minimum fixed interested rate of 4%. Loans shall be repaid in equal monthly installments, including interest and principal. The borrower may repay an RLF loan at any time without a prepayment penalty.