

***Lorain County Chamber of Commerce  
2020 Economic Summit***

***Lorain County Workforce  
Development Agency***



**Lorain County**

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American Job Center network





## The Lorain County Growth Partnership (LCGP)

- Developed by the Lorain County Board of Commissioners
- Actions address talent and economic development priorities
- Brings together resources of government, education and training and business organizations
- Aligns workforce and economic development strategies



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Small Business  
Development Centers  
at Lorain County  
Community College



# Incumbent Worker Training

- Assist workers in obtaining skills necessary to maintain or advance in their employment
  - Training should result in making workers more qualified in their position
  - Provide workers with skills for new products or processes
- Desired that training results in credentials or industry recognizable skill that promote the workers career and overall employability

# Employer Eligibility

- Operating in Lorain County for a minimum 120 days
- Current on all federal, state and local obligations (e.g. tax liabilities, licensure requirements, etc)
- Ability to contribute share of the total cost of training, based on size of business
  - At least 10% of cost, for employers with 50 or less employees
  - At least 25% of cost, for employers with between 51 and 100 employees
  - At least 50% of cost, for employers with 100 or more employees
- Not a government entity

# Employee Eligibility

- Employed for 6 months with business pursuing IWT funds, unless participating in a group training where at least the majority of employees being trained meet this criteria
- Must meet the Fair Labor Standard Act requirements for an employer-employee relationship
- Be 18 years old or older and legally authorized to work in U.S.
- Be properly registered for Selective Service, if required

# Allowable Costs

- Instructor/Trainer salaries
- Curriculum development
- Textbooks & Manuals
- Training Software
- Other necessary and reasonable costs directly related to training

# Unallowable Costs

- Foreign travel
- Purchase or lease of capital equipment
- Food & beverages
- Worker's training wages



# Case Scenario

ABC Company has 10 employees and is providing two (2) of the employees with training on a new machine the company purchased. The vendor of the machine will be providing the training at the company over the course of a week with the cost of the trainer being \$5000.00. The employees will be provided with textbooks and manuals that have a cost of \$400.

The employees earn \$15.00/hour and are expected to receive a \$.50 raise when they complete the training.

# Case Scenario Budget

(10 employees)

Budget Category	Total Costs	IWT Funds Requested	Employer Contribution
Trainer Costs	\$5000.00	\$5000.00	\$0.00
Text Books & Manuals	\$400.00	\$400.00	\$0.00
Sub-Total Cost of Training	\$5400.00	\$5400.00	\$0.00
Employee Wages during Training <b>(\$15/hour *2 employees *40 hours)</b>	\$1200.00	Not eligible for IWT funds	\$1200.00
Total Training Costs <b>(less than 50 employees employer contribution must be at least 10%)</b>	\$6600.00	\$5400.00	\$1200.00

# Case Scenario Budget

(100 employees)

Budget Category	Total Costs	IWT Funds Requested	Employer Contribution
Trainer Costs	\$5000.00	\$2900.00	\$2100.00
Text Books & Manuals	\$400.00	\$400.00	\$0.00
Sub-Total Cost of Training	\$5400.00	\$3300.00	\$0.00
Employee Wages during Training <b>(\$15/hour *2 employees *40 hours)</b>	\$1200.00	Not eligible for IWT funds	\$1200.00
Total Training Costs <b>(100 employees employer contribution must be at least 50%)</b>	\$6600.00	\$3300.00	\$3300.00

# Contact Information

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