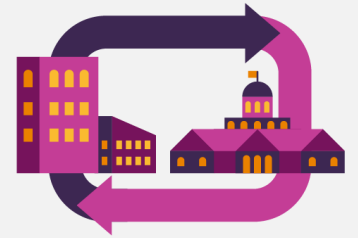




EMPLOYER ENGAGEMENT

Industry Engagement Incentives

Establish, sustain and promote a comprehensive set of industry and employer engagement incentives for supporting education to workforce pathways. Incentives may include grant funds, tax credits, or local and regional support services.



Georgia

In 2016, Georgia passed a bill to incentivize and sustain employer participation in work-based learning programs by providing Georgia employers with a workers' compensation premium credit of up to 5 percent (maximum of \$2,500), based on the number of work-based learning students employed. In 2015, the General Assembly amended the Code so that with the exception of minors in entertainment, work permits are no longer required for youth age 16 and older.

The Georgia Work-Based Learning Program (GWBL) connects qualified students with approved job placements, allowing both work experience and course credits to be obtained. GWBL provides resources and tools for employers to identify potential school partners and professional development resources for participating employers.

OPPORTUNITY TO STRENGTHEN

Georgia can strengthen its already strong industry engagement by creating an incentive fund for employers who partner with postsecondary institutions and train learners who go on to be employed by the business. This can also be predicated on employers helping learners earn high-value industry credentials.

RESOURCES

- [GWBL](#)

POLICIES

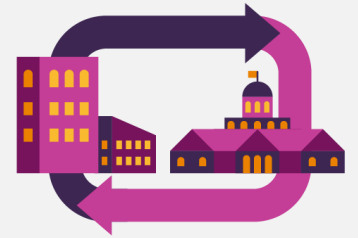
- [O.C.G.A. § 33-9-40.3](#). Employers to Provide Work-Based Learning Opportunities for Students Age 16 and Older
- [O.C.G.A. § 39-2-11](#). Employment Certificates; Requirements for Issuance §



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Indiana

At the postsecondary level, EARN (Employment Aid Readiness Network) Indiana is the state's work-study program. Students with financial need have access to resume-building, experiential, paid internships, while employers receive state matching funds—50 percent of the student's hourly rate—for hiring these students. For Indiana's adults, the state's Next Level Jobs program administers the Employer Training Grant. The Employer Training Grant is available to help fill in-demand positions within six priority sectors. The grant will reimburse employers up to \$5,000 per employee who is trained, hired and retained for six months, up to \$50,000 per employer.

OPPORTUNITY TO STRENGTHEN

Indiana can consider ways to encourage more employers to take advantage of the Employer Training Grant. Similarly, it can consider additional incentives, including tax credits, for employers who agree to participate in or host work-based learning programs and registered apprenticeships. The state can also provide different credits to businesses such as a worker's compensation premium credit based on the number of learners supported through training or work-based learning.

RESOURCES

- [Next Level Jobs](#)

POLICIES

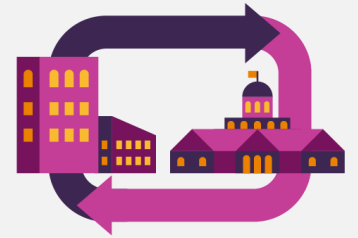
- [IN Code 21-16-2 Chapter 2](#). EARN Indiana Program
- [IN Code 43-27-11](#). Development of Comprehensive Career Navigation and Coaching System



EMPLOYER ENGAGEMENT

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Ohio

Ohio is helping to promote industry engagement through the Industry Sector Grant Partnership Grant program, which competitively awards funding to existing partnerships (Accelerant Grant) and emerging partnerships (Spark Grant). Industry sector partnerships must be led by the business community in partnership with other organizations, such as K–12 schools, institutions of higher education and workforce boards, and have a regional and/or industry-specific focus. The program was announced by the Governor’s Office of Workforce Transformation in 2020 and funded at \$2.5 million per fiscal year.

Ohio also has Business Advisory Councils through which local business and industry leaders partner with local schools and districts to bring the voice of business to the local education conversation. In many cases, the councils inform the development of local education to workforce pathways based in regional economic and workforce priorities.

OPPORTUNITY TO STRENGTHEN

Ohio can consider additional incentives, including tax credits, for employers that agree to participate in or host work-based learning programs and registered apprenticeships. The state might also provide different credits to businesses such as a worker’s compensation premium credit based on the number of learners supported through training or work-based learning.

RESOURCES

- [Industry Sector Partnership Grant](#)

POLICIES

- [Amended Substitute HB 2](#). TechCred and Microcredential Assistance Programs