



JobsOhio Technician Path

Program Guidelines

Overview

Ohio faces a structural technician shortage that threatens its economic competitiveness. Recent major investments across the state have generated billions in new payroll demand – and much of that talent need will be filled by operators and technicians. Yet for every technician Ohio trains today, many more positions go unfilled.

To address this, JobsOhio has designed a statewide incentive program to move Ohioans into technician pathways through employer-sponsored earn-and-learn programs. The program provides milestone-based financial incentives directly to Ohio employers who hire and train workers in earn-and-learn roles leading to certificates, associate's degrees or registered apprenticeship completions in high-demand technician occupations. Employers can receive up to \$10,000 per eligible participant across three milestones tied to verified educational and employment progress.

Program Objectives

The program is designed to support the state's long-term economic competitiveness by:

- Accelerating Ohio's technician talent supply by incentivizing degree attainment and stackable credential completion
- Offsetting a portion of the real costs employers face when running earn-and-learn programs
- Providing support services to help employers launch and scale earn-and-learn programs
- Serving employers of all sizes and in all Ohio regions



Eligibility

Both the employer and the enrolled worker must meet eligibility requirements to participate. The table below summarizes the key criteria. Additional detail follows.

Employer Eligibility

An employer is eligible to participate if they meet all of the following:

- Physically located in Ohio (the facility where the participant is employed must be in Ohio)
- Conducting business in one of JobsOhio's 10 targeted industries
- In good standing with JobsOhio
- Paying the eligible participant at least \$20 per hour for the full duration of the program

Worker Eligibility

An individual worker is eligible if they meet all of the following:

- Employed as a W-2 employee (full-time or part-time)
- Ohio resident
- Authorized to work in the United States on a permanent basis without employer sponsorship
- Enrolled in an approved educational program

The program serves new hires, incumbent workers, and career switchers. There is no separate eligibility treatment based on worker type.

Educational Program Eligibility

The enrolled educational program must meet one of the following criteria:

- For-credit programs: Categorized under one of the 46 approved CIP codes and on the approved program list.
- Non-credit programs: Must have an articulation agreement – an agreement between two or more state institutions of higher education to facilitate the transfer of students and credits between such institutions – leading to at least 15 credit hours.
- Registered apprenticeships: Must be registered with the U.S. Department of Labor or the Ohio Department of Job and Family Services categorized under the 30 approved SOC codes.

Incentive Structure

Employers receive up to \$10,000 per eligible participant, paid across three milestones. Disbursements are triggered by verified educational and employment progress.



MILESTONE 1	MILESTONE 2	MILESTONE 3
Verified Enrollment \$1,000 per eligible participant DISBURSEMENT TRIGGER Participant confirmed enrolled 30+ days after class start (post-census date) TIMEFRAME At enrollment	Certificate Progress \$4,000 per eligible participant DISBURSEMENT TRIGGER For-Credit: 15 credit hours (min. 9 technical). Non-Credit: Articulated pathway to 15 credit hours. RAP: 144 RTI hours + 2,000 OJT hours TIMEFRAME Within 1 year of enrollment	Credential Completion \$5,000 per eligible participant DISBURSEMENT TRIGGER For-Credit: Associate's degree in approved CIP code. RAP: 576 RTI hours + 8,000 OJT hours TIMEFRAME Within 3.5 years (degree) or 4 years (RAP)



Employer Match Requirement

To receive Milestone 2 and Milestone 3 disbursements, employers must demonstrate a 1:1 match of their own investment in the participant.

- Milestone 1: No match is required to access Milestone 1 disbursement.
- Milestone 2: Employer must show \$5,000 in cumulative eligible investment (matching the \$5,000 in cumulative incentive disbursements to date).
- Milestone 3: Employer must show an additional \$5,000 in eligible investment (\$10,000 in total).

The employer must demonstrate having spent funds in one or more approved categories, including:

- Participant wages and training-linked bonuses
- Tuition, books, supplies, and fees
- Administration and program management costs
- Career coaching
- Supervisor and mentor training and wages (including productivity loss while training)
- Screening and assessments

JobsOhio values employer creativity in the ability to support earn and learn programs. For this reason, usage of incentive funds is not restricted to specific eligible costs.

Any cost already subsidized by another program (e.g., WIOA, TechCred) may not be counted toward the employer match requirement.

Application and Disbursement Process

The program operates on a rolling application basis. Employers may apply at any time, subject to available program funding.

Step-by-Step Process

1. Employer submits an online application.
2. JobsOhio reviews the application and confirms employer eligibility.
3. Employer and JobsOhio enter into a program agreement detailing terms and conditions.
4. Employer enrolls eligible participant(s) in the incentive program.
5. Employer submits a Milestone 1 request upon verified enrollment (confirmed 30+ days post-census date). Disbursement is issued upon verification.
6. Employer submits a Milestone 2 request upon the participant reaching the defined milestone criteria and required match. Disbursement is issued upon verification.
7. Employer submits a Milestone 3 request upon reaching the defined milestone criteria and required match. Final disbursement is issued upon verification.



Program Rules

Timeframes

Participants must reach each milestone on the following timeline from enrollment:

- Milestone 2 must be reached within 1 year of enrollment
- Milestone 3 must be reached within 3.5 years (associate's degree) or 4 years (registered apprenticeship)

Participants who experience documented extenuating circumstances may apply for a timeline exception. Requests are reviewed by JobsOhio on a case-by-case basis.

Key Definitions

** Definitions align with applicable provisions of the Ohio Revised Code (ORC) and, where necessary, established federal or programmatic standards. Where a term is not explicitly defined in statute, the definition reflects the closest applicable statutory construct or authoritative federal classification.*

Term	Definition
Earn-and-Learn	A structured workforce model combining paid employment with training, aligned with apprenticeship frameworks requiring work-based experience supplemented by related instruction.
CIP Code	The Classification of Instructional Programs (CIP), a federal taxonomy used to classify academic programs by field of study and align educational pathways with occupations.
SOC Code	The Standard Occupational Classification (SOC), a federal system used to classify occupations and define workforce roles.
Registered Apprenticeship (RAP)	A program in which an individual is employed and trained pursuant to a registered apprenticeship agreement, combining structured work experience with required related instruction.
OJT	On-the-job training aligned to structured work experience conducted through employment as part of an apprenticeship or approved training program.
RTI	Related Technical Instruction provided in addition to work-based training, consisting of classroom or instructional learning required for apprenticeship completion or credential attainment.
Employer Match	A documented employer financial contribution toward eligible program costs, required as a condition of program participation or incentive eligibility.
Articulation Agreement	An agreement between two or more institutions of higher education to facilitate the transfer of students and academic credit between programs or institutions.
Milestone	A defined and verifiable progress point in a participant's education or employment pathway that may be used to measure program outcomes or trigger incentive disbursements.
Census Date	The official enrollment reporting date established by a postsecondary institution, typically following the add/drop period, used to confirm student enrollment.