

JobsOhio Relocation Incentive Program Guidelines

Employers across Ohio have identified access to a large, qualified talent pool as one of their top challenges. Ohio has more open positions than unemployed job seekers. Reasons for this include the state's declining population as well as recent massive investments from large companies and the risk that those companies will hire workers away from established Ohio employers. In many ways, economic growth in Ohio is outpacing the development of the state's talent pool.

While the ability to find and retain talent affects employers in all of JobsOhio's targeted industries, the problem is particularly acute in STEM and technical occupations.

JobsOhio's Relocation Incentive program will incentivize employers who successfully hire and relocate talent from outside the state to live and work in Ohio.

Overview

JobsOhio will offer relocation incentive payments to Ohio employers who meet the eligibility requirements. Employers will be eligible to receive \$15,000 for each out-of-state individual hired and relocated, up to a \$225,000 per company incentive cap. Funds will be set aside in at least three buckets: large companies (\$1B+ revenue), middle market (\$10M-1B revenue), and small businesses (<\$10M revenue).

Employer Eligibility

Employers will be eligible for the incentive program if they meet all the following eligibility criteria:

1. Physically located in Ohio
2. Conducting business in one of JobsOhio's targeted industries and business functions
3. Hiring for permanent W2 roles in JobsOhio's Priority Occupations
4. Able to provide a baseline for average number of individuals within the priority occupations the employer has relocated over the previous three years

Incentive Payment Eligibility

Employers will be eligible to receive incentive payments for each individual they hire and relocate to Ohio beyond their established three-year annualized baseline. To be eligible for the \$15,000 incentive payment, each non-Ohio resident must be hired to work in a permanent W2 position in one of JobsOhio's Priority Occupations and must establish Ohio residency.

Application and Disbursement Process

Employers seeking to participate in the JobsOhio Relocation Incentive Program will follow the below process:

1. Employer submits online pre-qualification application
2. JobsOhio approves and communicates to employer eligibility for the incentive

3. Employer and JobsOhio enter into an agreement detailing terms and conditions for incentive
4. Employer submits request for incentive, validating successful out-of-state hire and relocation
 - a. Employer validates outcomes and additional data (e.g. employee's previous residency and recruitment source)
 - b. JobsOhio reviews and provides incentive payment to employer, and continues until employer reaches cap, or total program funds are depleted

Eligible Expenses

JobsOhio values employer creativity in the ability to recruit and hire out-of-state talent. For this reason, usage of incentive funds are not restricted to specific eligible costs. Examples of uses for the funding – could include:

- Additional relocation benefits offered to new hires
- Signing bonuses offered to new hires from out-of-state
- Additional investment to recruit and source from out-of-state markets
- Additional recruitment marketing efforts

Goals and Guiding Principles

- Attract new STEM and technical talent to Ohio
- Change employer in-state poaching behavior by making it equally cost-effective to recruit talent from out-of-state as opposed to a peer or competitor in Ohio
- Empower, educate, and inform employers to help them compete when recruiting national talent
- Increase equity by encouraging inclusive hiring practices and attracting talent to all regions of the state
- Support and complement Talent Acquisition Services, Find Your Ohio, and JobsOhio talent attraction marketing efforts